

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

SEPTEMBER, 1963



**Mass Unemployment . . .
America's Greatest Problem**



The
Teamsters
Salute
AKRON

AKRON, Ohio, is without doubt, the source of tires on the vast majority of Teamster-driven trucks. With a population of 287,592 it is also hub to a vast industrial area, center of a great midwestern population complex and 43rd-ranking in U. S. population.

Settled about 1825, Akron is built on one of the highest sites in the state and was given its name by some erudite early settler ("akros" is the Greek word for "high.") The pioneer Akron rubber factory was established in 1870 by B. F. Goodrich to supply rubber needs for 19th century bicycle tires, corsets, elastic stockings and the like. Growth was gradual until the 1910-1920 period, during which the population tripled, largely because of the demand for rubber incident to the booming automobile market. Now there are, in addition to the Goodrich establishment, plants of Goodyear, Firestone, General, Mohawk, Seiberling, and about 20 other less-well-known producers of rubber products.

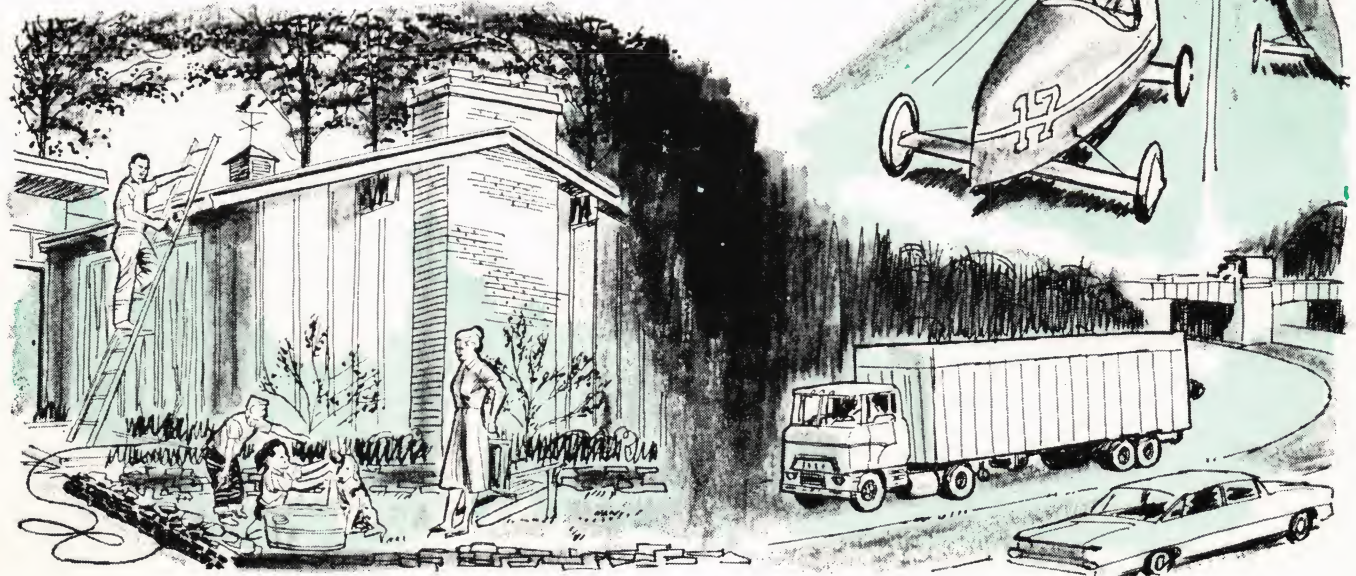
Located adjacent to the intersection of the Ohio Turnpike (connecting with the Indiana and Pennsylvania Turn-

pikes) and the Ohio Freeway (connecting Cincinnati with the New York Thruway), Akron is served by 92 major trucklines. 100 million people live within 500 miles of Akron (an overnight truck trip) and they hold about 75 percent of the nation's purchasing power.

Here is the world's largest fishing tackle plant and the Goodyear Air-dock, world's largest building without interior supports. The city is one of the world's largest producers of children's books and rubber toys. Other important industries among the 650 manufacturing concerns include matches, auto rims, clay products, salt, industrial machinery, foundry products, batteries and chemicals. Akron is currently in the first stages of a scheduled six-year, \$166 million, capital improvements program covering streets and highways, urban renewal and municipal equipment. Of the 170,000 Akronites gainfully employed, 46 per cent are in manufacturing. The average family income is a whopping \$7,575 per annum. This, of course, is to be expected in such a well-unionized city!

Akron is the home of the All-American Soap Box Derby. It has its own municipal university. It is the county seat of Summit County. The home of five locals in Joint Council 41, Akron is also "a good Teamster town."

A real snappy salute to this "Rubber Capital of the World!"



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THE INTERNATIONAL Teamster DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume 60, No. 9

September, 1963

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Unemployment, Our Greatest Problem



Part I: Modern Day Joblessness Democratic; Anyone Can Be Its Victim.

Part II: Today's Jobless Are Personal Tragedies Left Behind and Forgotten by Society.

Part III: Future Desperate for Jobless Millions as Society Exhibits Little Concern.

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The Challenge

AUGUST 28, 1963, will go down in history as a momentous day for two reasons:

1. Two hundred ten thousand persons marched to Washington to petition their government for freedom and jobs.

2. President Kennedy signed the compulsory arbitration bill in the railroad dispute which took the issues away from the parties to the dispute, and which will result in 65,000 firemen losing their jobs.

While the eyes of the world were focused on the 210,000 who marched for jobs and freedom, the first compulsory arbitration bill in the history of this nation became law. As the House of Representatives put the finishing touches on the bill, President Kennedy was meeting with the leaders of the March for Freedom and Jobs.

One hour after the leaders of the march left the White House, President Kennedy affixed his signature to the compulsory arbitration measure.

Nothing has ever happened in this country to more dramatically demonstrate how quickly government can act against the interest of working people. Can you imagine the congress acting so quickly on Medicare for the aged, for a tax cut, for a public works program to put jobless men to work? Of course not.

But when the measure is to curb working men and women, the legislative process is lightening quick—only two votes against compulsory arbitration in the senate, a handful in the house—and the President's pen was poised and ready.

Are there still any among us who harbor the illusion that we have yet plenty of time to become active politically? Does anyone still believe political action is something which can be put off until tomorrow? Is anyone still so naive as to think he can do individually in a political sense what he could never do individually in an economic sense?

Today's political facts of life were never more plain. The National Association of Manufacturers has pub-



lished its timetable for placing your union anti-trust laws. So confident is the NAM about your political apathy and impotency that it has brazenly announced that it expects to accomplish the anti-trust trick by 1966—only two years after the next Presidential election.

This International Union and its officers have preached political action until the sermon grows old. We've travelled the length and breadth of this land to establish political action through DRIVE. We've outlined the legislative threats which have been introduced

with such multiplicity that they are creating a backlog in the congress. The simple facts of life should encourage every member of this International Union to join DRIVE and take an active part in politics.

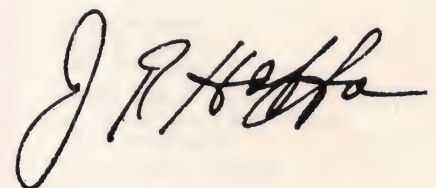
The August 28th Movement of the anti-laborites was a master stroke. It was accomplished while people marched in the street for jobs and freedom.

There was something else ironic about August 28th.

Immediately after passing the compulsory arbitration bill, the House of Representatives declared a 10-day holiday for itself. That holiday extended over the Labor Day weekend.

What a sad tribute to Labor Day was the compulsory arbitration bill. What a sad commentary on the political alertness of working people that we let it happen.

By Labor Day, 1964, will you be in a position politically to do the job that needs be done in the next election? Or will your political apathy help to make future Labor Days haunting reminders that working men and women refused to accept the challenge of those who have publically announced they were out to destroy us?





Judge Rides With Drivers

Members of Teamster Local 961 in Denver were accompanied on their 463-mile over-the-road run from Denver to Santa Fe, N.M., recently by Denver District Judge Sherman G. Finesilver.

The judge took the trip with Lyle L. Arndt and Cal Barton to gather material for presentation at a regional traffic safety conference.

In his address to the Fifth Annual Western Regional safety meeting in Jackson Hole, Wyo., later, Judge Finesilver remarked:

"Even before leaving I was amazed at the meticulous care taken to insure maximum safety of both tractors and trailers."

Regarding the trip which included roads over high mountain passes, the judge said:

"I was constantly impressed by the care and skill with which both drivers engineered the unit with its 31,000 pounds of freight."

Freedom Food Shipped South

Another Teamsters Union group has joined the growing list of those sending food and other supplies to Mississippi Negroes suffering economic reprisals because they have expressed interest in exercising their right to vote.

This time it was Teamster Joint Council 42 in Los Angeles. "Food for Freedom" was collected to the extent of 16,000 pounds of canned goods, and \$1,000 in cash was added to the shipment.

Teamster volunteers spent an entire

Saturday packaging the shipment. Republic Van & Storage Co., provided transportation.

Legion Post For Member

Edward Allen, a 30-year member of Teamster Local 600 in St. Louis, Mo., recently was elected commander of the 11th district of the American Legion.

Allen in the past has held every position there is in Navy Post 294 of the American Legion. He was post commander twice. For 2 years he was vice commander of the 11th district.

Morrissey on Port Authority

General Organizer Nicholas P. Morrissey, New England representative of the Teamsters Union, has been elected vice chairman of the Massachusetts Port Authority. He has been a member of the Authority since its founding in 1956.

Jt. Council 62 Aids Greenwood

The long list of Teamster affiliates which have gone to the aid of destitute Negroes in Leflore County, Mississippi, continues to grow.

The Negroes have been hard hit economically as a result of their massive attempt to register to vote.

Latest to join the list of Greenwood helpers is Joint Council 62, Baltimore, which made arrangements to ship 20 cases of canned goods collected by the Church World Service Center,

New Windsor, Maryland, to Greenwood.

The shipment went at Jt. Council 62's expense.

Bakery Pact Covers 470

A new three-year agreement with 17 wholesale bakeries in the Minneapolis area was accepted by members of Local 289, recently. It provides for driver increases on base pay and weekly guarantee of \$3 the first year, \$2.50 the second, and \$2.50 the third.

Transport drivers received a 10-cent hourly raise each of the three years of the agreement.

Hourly employees received an increase of 7 cents an hour this year, and 7 cents the second and third years.

The agreement also provides for an improved vacation clause.

Song Writer Is Teamster

If the song "Six Days on the Road" which is currently making the charts has an authentic ring to the over-the-road truck driver, it should have.

It was written by a Teamster.

He is Brother Earl Green, member of Local 402, Muscle Shoals City, Alabama.

Green has written the answer to "Six Days on the Road," which will be published some time in the Fall.

One-Man Strike Won in Toledo

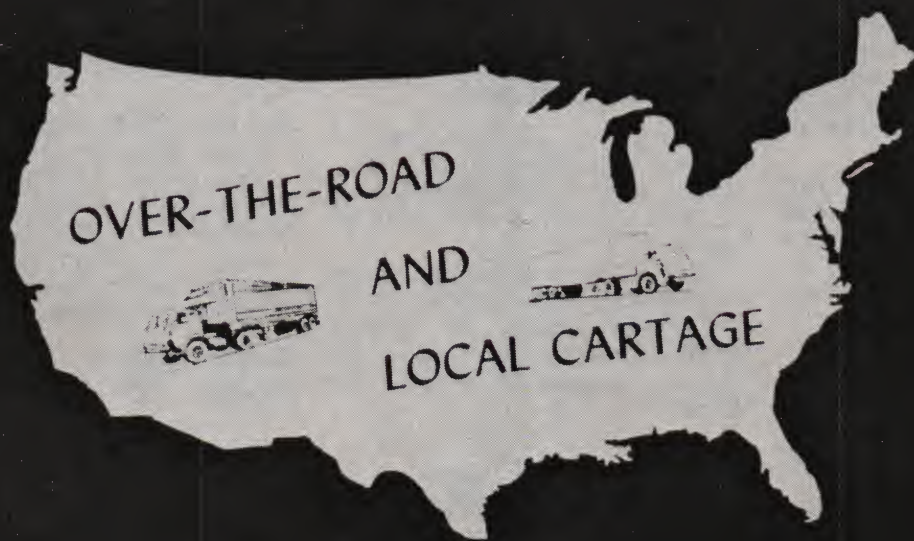
Teamster Local 20 recently won a 7-day strike against an electric motor shop where the employer had refused to negotiate a new agreement affecting one member working at the firm.

There had been a contract with the company for 5 years on behalf of truck driver Walt Rolf. When the company refused to consider renewal of the pact—while inside workers remained members of Electrical Workers Local 1076—Lawrence N. Steinberg, president of Teamster Local 20, called the walkout.

A full picket line was established and maintained by Local 20 staff representatives immediately. The Electrical Workers members, impressed by a labor union that would defend one member so strongly, honored and supported the picket line.

After 7 days, the strike was settled with a new 3-year agreement on behalf of Rolf, providing him with wage opener in the second and third years, improved health and welfare language, and participation in the Central States Pension Plan.

National



Freight Study

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America



Teamster International Executive Board and General Organizers meet in Washington, D. C., preliminary to a two-day

meeting of Joint Council presidents and representatives of freight locals to prepare for national bargaining in 1964.

Delegates Formulate Plans For National Contract in 1964

DELEGATES to a two-day meeting in Washington, D. C., last month, passed enabling resolutions to set in motion Teamster machinery for a national agreement with employers in over-the-road and local cartage negotiations in 1964.

Thus, the Teamster goal to establish nation-wide uniformity of wages, working conditions and fringe benefits in the freight industry has reached its final stage.

The goal had its realistic beginning more than 40 months ago when Teamster General President James R. Hoffa and area negotiators began building

uniform language into area-wide freight agreements across the nation.

Delegates to the meeting—International Union vice presidents and general organizers, joint council presidents, and freight local representatives—represent more than 450,000 rank-and-file Teamsters who work for more than 14,000 trucking concerns.

Under the enabling resolutions adopted by the delegates, each area conference director (Central States, Eastern, Southern and Western) will appoint 10 members and two alternates each to the policy committee which will work out the national agreement.

Employers, reportedly, have already established a 65-man group called Trucking Employers, Inc., an executive policy committee, in anticipation

of bargaining with the Teamsters for a national contract.

The Washington meeting of Teamsters heard President Hoffa put to rest fears that a national agreement would encroach on local autonomy and fears that some local unions might be asked to give up higher wages, better working conditions and superior fringe benefits.

Hoffa pointed out that the Teamster constitution requires a secret ballot by rank-and-file members in any approval or rejection of a contract proposal.

Hoffa stated that the national freight agreement is of vital concern to everyone for two main reasons.

1. Wage differentials and differences in fringe benefits from one area to another must be eliminated.

← **National Freight Study, the tool with which negotiators will bargain for a national agreement in over-the-road and local cartage jurisdiction.**

STATE OF THE UNION

By eliminating labor as a cost element in competition between trucking firms, the trucking industry will be greatly stabilized.

Mergers in the trucking industry are growth mergers as trucking continues to expand. A national agreement is necessary if Teamsters are to meet the bargaining strength of huge transcontinental carriers.

2. Only by having a national agreement can the International Union and its affiliate bodies be in compliance with secondary boycott provisions of the Landrum-Griffin Act which requires that all segments of the union be in a primary bargaining position.

Hoffa scoffed at suggestions that a national freight agreement might hasten efforts to place unions under anti-trust laws.

Said the Teamster president:

"Those who seek to place labor

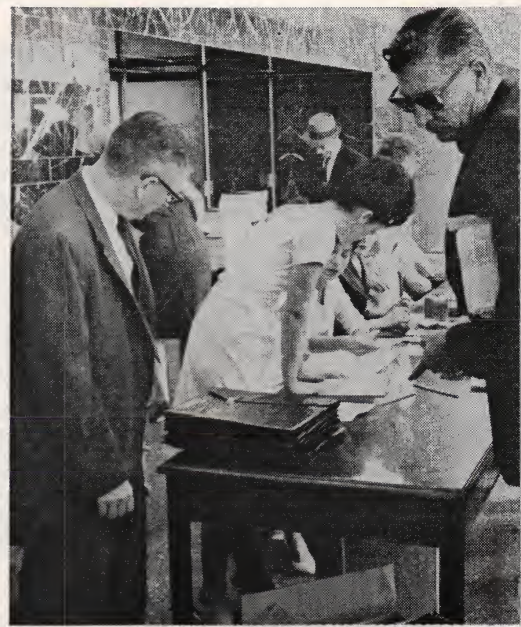
unions under anti-trust laws, will push for the destruction of the labor movement whether our freight locals deal independently with employers, on an area conference basis, or through the medium of a national freight agreement.

"We cannot be deterred in our effort to give our members the best possible representation because some lackey of management is sitting in the capitol building threatening the working man and woman with anti-trust."

Hoffa said the answer for the labor anti-trust proposal is whole-hearted and 100 per cent participation of local actions in political action.

"DRIVE is our instrument for political action in the Teamsters, and it is part and parcel of a national freight agreement," he said.

The Teamster leader stated that if



National Freight

National Freight

WHEREAS, it has become obvious that the pick-up, assembling, transportation and delivery of freight by truck is no longer a matter of wholly local or regional concern, but has become part of an integrated, national distribution complex, and

WHEREAS, the working conditions and wages of employees in this transportation complex are closely inter-related and dependent one upon the other, and

WHEREAS, trucking transportation employers have themselves recognized these facts, and have organized and operate on a national rather than a local or regional basis, and

WHEREAS, it has been our experience that we can protect and advance the wages and working conditions of our members only through uniform agreements of the widest possible scope which will prohibit destructive wage competition among the various geographical areas in the country, and which will make wages no longer a factor in the competition among trucking employers for business, and

WHEREAS, during the past several years most Employers and Em-

ployer Associations engaged in Over-the-Road and Local Cartage operations have acknowledged their acceptance of the principle of national agreements, and have committed themselves thereto by written agreement,

NOW, THEREFORE, BE IT RESOLVED by this Conference of Representatives from the various Joint Councils and Local Unions throughout the country that for the purpose of implementing such contractual undertakings, and for the purpose of accomplishing contractual relationships which will result in the best possible protection for our membership, the following program be adopted:

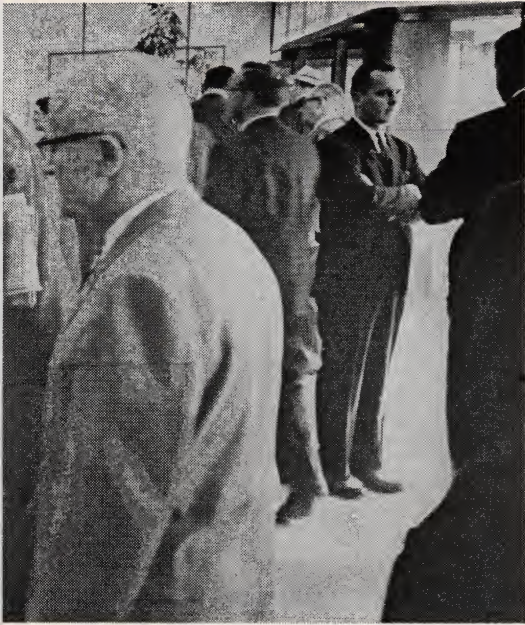
1. This group shall be known as the National Study Committee for all employees connected with all over-the-road, city cartage, dock and all other employees covered by supplements to such agreement.

2. There shall be created a National Over-the-Road and City Cartage Policy and Negotiating Committee (hereinafter called "National Policy Committee"), which shall be composed of ten (10) representatives and 2 alternates designated by the Director of each

Area Conference.

3. Such National Policy Committee shall designate from among its members a National Over-the-Road and City Cartage Drafting and Negotiating Committee (hereinafter called "National Negotiating Committee") which shall be authorized to draft proposals for, and to conduct the negotiation of, a National Over-the-Road and a National Cartage Agreement, and necessary supplements and contracts affecting the trucking industry and which may, for such purposes, divide into such Subcommittees as it may determine. Such National Policy Committee may also designate other existing Committees, affiliates or organizations to assist it in such negotiations.

4. If, in the judgment of the National Policy Committee, the Employers have made a final offer of settlement, such offer must be submitted to the membership affected, first going through the procedures outlined below, and it shall require a combined 2/3 vote of all members of all conferences present and voting at such meetings, or responding to a referend-



Study Registration

any one of three proposals now in the legislative hopper should pass, "unions and labor contracts will be completely destroyed." He listed these as the Martin and McClellan proposals, and the one introduced by Barry Goldwater.

"Such legislative attacks against the working people must be defeated," Hoffa said. "The local union representative who supports national bargaining 100 percent, but does not support DRIVE 100 per cent, is fooling himself and short changing his membership," Hoffa declared.

Following the two-day discussion of the intricacies of bargaining for a national contract, Hoffa charged the delegates to return to their memberships and report on the meeting "factually and completely" and to begin gathering suggestions from the rank-and-file which will be used to draft

a proposal to be presented to management.

Delegates participated in a discussion of exploring such innovations as employer financing of dental care and eye glasses, and of providing members with recreation areas such as has been established in St. Louis by Executive Vice President Harold J. Gibbons, for members of Local 688.

Hoffa called such an exploration highly important to a membership which lives in a continuing expansion of metropolitan areas as our population grows, thus placing more and more limitations on facilities and space for recreation.

General Secretary Treasurer John F. English called the decision to go for the national freight agreement "a momentous occasion which will reap nothing but benefits for the membership and for the industry."

Study Resolution

um mail ballot, if directed by the General President, to reject the contract. Upon failure to authorize a strike upon rejection of the Employers' last offer, the provisions of the International Constitution as interpreted and applied by the General President and General Executive Board shall become applicable.

If a strike is authorized, the National Policy Committee, subject to the approval of the General Executive Board, shall have the authority to determine if such strike shall be by designated employers, regions, areas or on such other selective basis as it may determine.

5. Any proposed Agreement negotiated by such National Negotiating Committee with a representative group of employers shall be first submitted to the National Policy Committee for its approval or rejection. If such National Policy Committee shall approve the proposed, negotiated contracts by majority vote it shall then call a meeting of the National Study Committee for its approval or rejection. If approved by the National Study Committee, the National Policy Committee shall then

call a meeting or meetings composed of two representatives from each of the Local Unions whose members are affected by such Agreement for the purpose of explaining and recommending such contract to such Local Union representatives. The meeting of such representatives may be held on a local, regional or national basis as the National Policy Committee may determine. If at such meeting or meetings of Local Union representatives as provided above a cumulative majority of all representatives from all conferences involved, present and voting at such meeting or meetings, shall approve the recommendation of the National Policy Committee, then such proposed Agreement shall be submitted to the Local Union membership affected by such Agreement. Approval by a cumulative majority of the Local Union members of all Conferences affected, as is provided in the International Constitution as interpreted and applied by the International President and the General Executive Board, shall be required before such contract shall become final and binding upon all Local Unions involved and their members.

6. For the purpose of complying with applicable law, and in accordance with the Constitution of the International Union, each Local Union having members who will be covered by a National Over-the-Road or City Cartage Agreement, or Agreement covering related work, shall execute the Power of Attorney which is attached to this Resolution and marked Exhibit "A", and shall forward the executed Power of Attorney to the Secretary of the National Policy Committee.

7. This Resolution shall become effective and binding upon all Local Unions involved in the Over-the-Road and City Cartage Negotiations upon adoption by a majority of the representatives present at this Conference, and upon adoption by a majority of the Local Unions whose members are employed under Area, Regional and City Over-the-Road and City Cartage Agreements and addendums or contracts pertaining to or affecting road and city cartage operations.

8. Authority to execute this Power of Attorney by the Local Union officers shall be obtained by majority vote at a regular or special craft meeting.

Montreal Local Wins \$3000 Back Pay Award for Members

(Editor's Note: The following story appears here in English and in French, the French version as a convenience for our Brothers in Canada for whom French is their mother tongue.)

A Canadian judge sitting on the Court of Practice of the Montreal Superior Court has dismissed a Writ of Prohibition against the Quebec Labor Relations Board, thus upholding the board's award of reinstatement and \$3,000 in back pay to a member of Teamster Local 903.

Raoul Carrier, a truck driver, was dismissed for union activities after he and two of his co-workers joined Teamster Local 903.

The company, Imperial Molasses Co., Ltd., applied for the Writ of Prohibition against the decision of the Quebec Labor Board which had ordered the company "to reinstate in his employment with all his rights and privileges" Raoul Carrier and to pay him as indemnity some \$3,000 in back wages.

The court was not convinced that the Labor Board had exceeded its authority or jurisdiction. Carrier had designated the defendant as "Nulomoline (Imperial Molasses) Ltd., even though he was driving trucks of Imperial Molasses Co. and his pay checks were issued by "Nulomoline." The judge also rejected the company claim on the question of facts in recognizing the exclusive jurisdiction of the Labor Board to render its decision according to the proof submitted.

Le 31 juillet 1963, l'Honorable Juge Robert Lafleur siégeant en Cour de Pratique de la Cour Supérieure de Montréal, a rejeté avec dépens la demande d'un bref de prohibition contre une décision de la Commission de Relations Ouvrières de la Province de Québec (C.R.O.).

On sait que Raoul Carrier avait été congédié pour activi-

tés syndicales en devenant membre, ainsi que ses deux compagnons de travail, de la succursale 903 de Rouliers du Québec (Teamsters). C'est contre la décision de la C.R.O. ordonnant à la Compagnie de "réintégrer dans son emploi avec tous ses droits et privilèges" Raoul Carrier et de salaire, qu'Imperial Molasses Co. Ltd. avait demandé ce bref de prohibition.

Le procureur de la compagnie Me. Horace Friedman ne parvint pas à persuader la Cour que la C.R.O. avait excédé sa juridiction en rejetant une objection préliminaire soulevée lors de l'audition. Le plaignant, en effet, avait désigné l'in timée sous le nom de "Nulomoline (Imperial Molasses) Limited," alors qu'il conduisait les camions de Imperial Molasses Ltd. (employeur) recevant, toutefois, ses chèques de paie au nom de "Nulomoline." Le Juge a rejeté aussi la prétention de Me. Horace Friedman sur la question de fait en reconnaissant juridiction exclusive à la C.R.O. pour rendre sa décision selon la preuve soumise.

Me. Laurent E. Bélanger, c.r., procureur de la C.R.O., a brillamment plaidé la cause, assisté de Me. Gérard Vaillancourt, c.r., secrétaire et conseiller juridique de la C.R.D.O. et de Me. André Antonuk, procureur du misc-encause et de la succursale 903 des Rouliers du Québec (Teamsters). Le juge n'a pas hésité à reconnaître qu'il n'y avait jamais eu confusion d'employeur, que ce dernier n'avait pas été lésé, "Imperial Molasses Co. Ltd." ayant eu — tout le loisir de contester par écrit lors de l'enquête les prétentions du plaignant et qu'enfin la Cour Supérieure n'est pas une Cour d'appel des décisions de la C.R.O., rejetant le

Rodeo Winner



Earl M. Wingate, member of Charlotte, North Carolina Teamster Local 71, last month won the state championship in the four-axle class in the finals of the 24th annual N. C. truck rodeo. Wingate drives for Mason-Dixon Lines.

• Hawaii Paper Pact

Teamster Local 996 in Hawaii recently signed a new 2-year contract with the Honolulu Paper Co., providing for an immediate pay raise of 10 cents an hour.

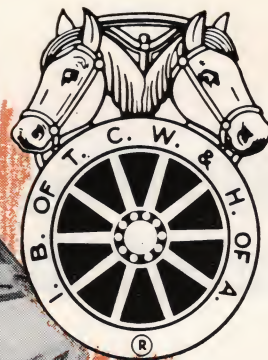
Other provisions in the agreement included overtime pay for weekend work unless the employee was absent during the regular work week, and 8 paid holidays a year.

• Canada Dairymen

Nearly 100 members of Teamster Local 181 in Kelowna, British Columbia, recently gained \$30 wage increases in a new 2-year contract with 4 dairies represented by the North Okanagan Co-operative Assn.

The agreement was patterned after a Vancouver area contract and calls for raises of \$15 a month retroactive to last Jan. 1, plus an additional \$15 monthly gain to go into effect next Jan. 1.

Other gains, according to Sam Brown, a business representative of Teamster Local 464 in Vancouver, who signed on behalf of Local 181, included better fringe benefits such as upping the life insurance to \$3,500 and raising the sick indemnity to \$50 a week.



Piggybacking Gets Green Light From ICC Hearing Examiners

Two hearing examiners of the Interstate Commerce Commission, assigned a year ago to survey freight practices, have concluded their survey with a performance designed to please railroad magnates all over the nation.

The examiners recommended that the ICC avoid erecting any roadblocks that would slow the growth of hauling truck trailers on railroad flatcars. In essence, they found that all forms of piggyback service are legal.

The recommendations of the examiners aids and abets the nation's railroads in their selective rate cutting to drive out competitors by making up losses on transport of items on which they have a monopoly and upon government subsidies.

The study was instituted by the ICC last year to determine in relation to the National Transportation Policy, "the desirability, feasibility, and lawfulness of the operational practices, services, and facilities provided and utilized by or for rail, motor, and water carriers, express companies and freight forwarders subject to the (Interstate Commerce) Act, and of en-

couraging the participation in the expansion of coordinated service by all such carriers."

Twenty-five regulations were proposed by the examiners to encourage greater coordination of rail and trucking operations. They also recommended that the ICC establish a new trailer-on-flatcar (TOFC) bureau to keep a sharp eye on piggybacking.

• Embalmer Contract

Three hundred embalmers and funeral directors in Chicago, members of Teamster Local 727, recently ratified a new 3-year contract increasing their wages from \$126.50 to \$140.10 weekly over the period.

James E. Coli, Local 727 secretary-treasurer, said the members approved the agreement unanimously.

New health and welfare benefits and new pension language increase the total package to 62 cents an hour. The agreement also provided for liberalized vacations and apprentice allowances.



"I'm beginning to think this isn't the approach to the Golden Gate Bridge."

Teamsters Gain Rail Severance Of \$160,000

Teamster Local 518 in Hoboken, N. J., has negotiated a \$160,000 severance settlement for 22 members recently tossed off by the Long Island Railroad—proving that collective bargaining without government interference can benefit the individual worker in the railroad industry.

The members received severance pay ranging from \$1,200 to \$11,000 each. It amounted to their share of the gain, so to speak from technological progress.

Conditions leading to the settlement originated when 65 members of Local 518 were faced with immediate loss of their jobs as the Pennsylvania and Long Island Railroads cancelled a 60-year-old towing agreement. The workers were to be discharged without severance or other protection despite the fact that some had more than 30 years' on the job with the Long Island line.

Sam DelGrosso, Local 518 president, threatened an immediate strike with the support of every rail union in New York and New Jersey. The company sought an injunction to restrain the employees from striking, however, the judge who issued the restraint refused to prohibit a strike if job abolishment was the question.

Long Island rail then decided to sit down and negotiate a settlement which guaranteed the Teamsters Union members full wages for a 3-year period on another job with the railroad if they did not elect to take the severance pay.

\$3,000 Back Pay



It took federal court action to enforce the decision of an arbitrator, but Local 207, Kansas City, has prevailed over Adams Dairy on behalf of a member in a discharge case in which the union contended an unjust discharge. Left to right, Charles Haster, Local 207 BA; George Nichols, receiving his back pay check; Leo W. Baker, secretary treasurer of 207 presenting the back pay award; and attorneys Joseph N. Miniace and Louis J. Pelofsky. Nichols was reinstated to his job with Adams Dairy.

Teamsters Union Organizing Tops All in Labor Movement

The Teamsters Union is not only the leading organizing force in the labor movement but is gaining strength in the South along with increased acceptance by production workers in industrial establishments according to representation election records for the past 18 months.

National Labor Relations Board surveys show that there were 10,515 representation elections during the 18-month period between January, 1962, and June, 1963. All the labor organizations participating won 6,144 or 58.4 per cent of the ballots.

Dominant Force

The most dominant single force in the win column, however, was the International Brotherhood of Teamsters. IBT local unions won 1,501 or 24.4 per cent of all the elections won by labor organizations.

The Teamster record is more impressive when it is considered that around 170 national and international

unions were involved, of which 132 were AFL-CIO affiliates.

NLRB figures also show that 737,672 workers were concerned in all the elections during the 18-month period. Of this number, 407,355—or 55.2 per cent—were involved in the successful elections of all unions.

The Teamsters Union election victories resulted in a gain of 54,644 members or 13.4 per cent of all employees concerned in successful contests.

All AFL-CIO unions were collectively successful in only 62 per cent of elections won by unions in the 18-month period. Meanwhile, unions unaffiliated with the AFL-CIO and representing approximately 17 per cent of total trade union membership in the U.S., won 38 per cent of all the successful NLRB elections.

Sisters Visitation



HOLY TRINITY SISTERS, of Cleveland, Ohio, were recent visitors to the Washington, D. C., headquarters of the International Brotherhood of Teamsters where they met President James R. Hoffa (above), and discussed the Teamsters with Hoffa's personal representative Lawrence N. Steinberg (below).



Appreciation

Mr. James R. Hoffa
President, Teamsters
Washington, D. C.

Dear Mr. Hoffa:

A few weeks ago, about two o'clock in the morning, I was completely lost on an isolated road which I later learned was Route 209 in Pennsylvania. It was my misfortune to have a flat tire.

Not one, but *five*, Teamsters stopped to help me. Although there were difficulties in changing the tire, and although they had their own schedule to keep, none would leave me until the situation was under control.

Nobody could have been more courteous, helpful, and more welcome.

I wanted you to know how much I appreciate the protection and assistance they gave me.

Sincerely yours,
Claudia D. Gips, RN
New York N. Y.

Teamsters Union Attacks Oil Company Squeeze

Dual distribution in the petroleum industry permits the major oil companies to clamp a vise on thousands of service station employees—Teamsters and non-Teamsters alike.

That was the sum of testimony by Sidney Zagri, Teamsters Union legislative counsel, before a House Small Business Subcommittee studying dual distribution.

Zagri emphasized how "by the very nature of their control over service station operators, the major suppliers have been able to have their cake and eat it too."

He said that on the one hand, major oil companies have been able to establish the proper margin by fixing the wholesale and retail prices of fuel. At the same time, they have been able to avoid the responsibility of collective bargaining as a result of court determinations, Zagri said:

"Oil companies who fix prices don't allow the 'commissioned' operator any

leeway to make meaningful collective bargaining agreements with his workers. If he tries to pay a decent wage, he is forced out of business."

Zagri asserted that oil companies who furnish even scrub buckets and mops to some "commissioned" operators, are in effect the employers. "But they don't have the responsibility for collective bargaining."

Regulations Evaded

All the while, noted the Teamster legislative counsel, the oil companies are evading the anti-trust regulations.

Rep. James Roosevelt (D-Calif.), chairman of the subcommittee, said he would ask the NLRB whether it intended to appeal the Site Oil case to which Zagri had referred.

The Site case, in which a new gas station in Detroit opened and where 4 of 5 attendants signed Teamsters Union membership application cards and then were fired after a quick

switch of leases, went to the NLRB as an unfair labor practice charge.

The Teamsters contended that Site Oil Co. of Michigan was the actual employer and that the discharges were wrongful. The NLRB concurred but its decision was overturned by the 8th Circuit Court of Appeals. To date the NLRB has not appealed the case further.

Zagri concluded that as conditions exist now in the industry, the oil companies have said to the "commissioned" station agent who is the alleged independent retailer:

"You are the employer. You shall have the responsibility of collective bargaining, but I shall fix the economic limitations on your profit margin and effectively control the bargaining."

Users Pay for Huge Highway Building Program

Ninety per cent of the cost of the Interstate Highway Express System—expected to total 41 billion dollars—is paid for by the federal government from a fund derived from taxes on motor transport, mainly the federal gasoline tax.

Other sources of this trust fund are government levies on trucks, buses, and trailers, and on tires, tubes, and tread rubber.

The other 10 per cent is met by the states, mainly from their gasoline taxes and motor license fees. Thus, the entire cost will be borne by the users.

In the last fiscal year, the federal government collected \$3 billion, 292 millions for the road fund and disbursed \$3 billion, 17 millions to states for completed sectors of the Interstate System.

In Illinois, \$482 million has been spent to date in its Interstate projects. Projects underway or authorized will cost \$428 million more. Only three other states have spent more since the program was inaugurated in 1956:

California, \$658 million; Ohio \$674 million, and Texas \$579 million.

Teamster Organizers



Organizers can be lovely, as witness these lovely employees of the Baltimore Works of Western Electric. During a three-week campaign among employees of WE there, this employee organizing committee and Teamster officials have signed up more than 1,700 workers. The campaign is being conducted by Local 426 and Joint Council 62. The men—they are members of the employee organizing committee, too.

Jt. Council 81 Helps Loan Fund At Creighton

Teamster Joint Council No. 81, of Nebraska and Western Iowa, has donated \$5,000 to Creighton University to expand and support the university's program of loans to deserving students.

Announcement of the gift was made by Council officials Albert S. 'Bert' Parker, and E. F. 'Bill' Noble. Parker is Council president; Noble, secretary-treasurer. They stated that the gift would be made in twice-a-year installments of \$500.

Creighton's president, the Very Rev. H. W. Linn, S.J., in accepting the gift said:

"To my knowledge, this gift by the Teamsters Joint Council is unique in Labor's support of higher education.

"First, it is not earmarked for building construction nor is it a scholarship gift. The student will be required to repay loans received through this program. So, the Council acknowledges the responsibility of the student to help himself by contributing toward his own education. At the same time, the student will be replenishing the fund for future use by other students.

"Second, this is recognition by the Teamsters that costs are involved in administering a loan program. Their gift makes provision for the expense of administration.

"Third, our needy students secure extra mileage from this gift because the dollars are compounded by matching loan monies available from other sources such as the National Defense Student Loan Program.

"Creighton is grateful to the Council, both for its gift and for its understanding of the nature of our problems."

More than 13 per cent of Creighton full-time students were aided in the 1962-63 school year through the University loan programs. They borrowed a total of \$206,059 at moderate interest rates.

Noble estimated that the gift would permit up to 48 students to finance their education during the next five years. His estimate was based on the loan average of \$523 which was utilized by Creighton students last year.

The Joint Council represents Locals 554, 204 and 762 of Omaha, 608 of Lincoln, 784 of Grand Island and 950 of Scottsbluff, with a combined membership of more than four thousand in Nebraska and Western Iowa.

IN THE UNITED STATES DISTRICT COURT FOR THE DISTRICT OF COLUMBIA

JOHN CUNNINGHAM, et al., : JOHN F. ENGLISH, et al.,
Plaintiffs, : Defendants
v. : Civil Action No. 2361-57

NOTICE

TO THE MEMBERS OF THE INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND
HELPERS OF AMERICA:

YOU ARE HEREBY NOTIFIED that the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, through its counsel, has joined with Seymour J. Spelman, Esquire, Joseph S. McCarthy, Esquire, and Robert Silagi, Esquire, counsel for some of the plaintiffs in this cause, to ask the court to approve an agreement between the Union and those counsel on the payment of their fees in the above-captioned case in the amount of \$65,000. An application for fees was filed in this Court on February 1, 1961, and was denied by Judge Letts on March 20, 1961. An appeal was taken to the United States Court of Appeals for the District of Columbia.

In reversing Judge Letts' ruling, in part, the Court of Appeals held:

"The ground on which this relief was denied was that when the monitors were appointed all need for representation of the class by plaintiffs ended. We do not agree with this. It lies now within the sound discretion of the District Court, though it is under no legal compulsion to do so, to require the International to pay reasonable counsel fees to appellants' counsel should the court find, either or both, that they have materially aided in the creation of a fund for the benefit of the International by reason of the eventualities of our remand above authorized, or that they have benefitted the International in other ways."

The Court of Appeals also remanded the proceedings to the District Court for a determination of whether union funds were improperly utilized within this case for the defense of individual defendants. In a Report filed with the Court simultaneously herewith, counsel for the successful appellants have reported on the results of their investigation pursuant to the remand and have concluded and so advised the Court, that no reasonably foreseeable benefit to the Union or to the membership, is to be derived by further pursuing this phase of the remand. The Court will accept this Report in the absence of objections filed in the manner hereafter to be described.

Counsel for all parties have joined in advising the Court, and the Court so finds that, in addition to the matters previously mentioned in this Notice, there is nothing remaining to be litigated in this case. The case, therefore, will stand dismissed after hearing on October 15, 1963, upon the joint motion of all parties in the absence of objections filed in the manner hereafter to be described.

Any member of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America may show cause, if any he has, before this Court at the United States Court House, Washington, D. C., on the 15th day of October, 1963, at 10:00 a.m., why the agreement on fees ought not to be approved, why the Report of plaintiffs' counsel ought not to be accepted, and why the case should not be dismissed. At the hearing any member of the Union or any party to this action may present evidence that may be proper and relevant to the issues to be heard, provided, however, that no such person shall be heard and no papers and briefs submitted by any such person or party shall be received or considered by the Court, except as this Court may in its discretion direct, unless notice of intention to appear and copies of such papers and briefs are served upon Seymour J. Spelman, Esquire, 607 Lynn Building, Arlington, Virginia, Joseph S. McCarthy, Esquire, 745 Washington Building, Washington, D. C., Robert Silagi, Esquire, 745 Fifth Avenue, New York, New York, Jacques Schiffer, Esquire, 32 Broadway, New York, New York, and Godfrey P. Schmidt, Esquire, 60 East 42nd Street, New York, New York, counsel for plaintiffs, Mozart G. Ratner, Esquire, 1411 K Street, N. W., Washington, D. C., and John T. Wiley, Esquire, 4 North 8th Street, St. Louis, Missouri, counsel for intervenors, and Edward Bennett Williams, Esquire, 1000 Hill Building, counsel for defendants, on or before October 10, 1963.

The Report, the Consent Decree, counsels' application for fees, and all other pleadings and documents in this cause are on file with the Clerk of this Court and are available for inspection there by any member of the Union, in person or through an attorney, during normal business hours.

Dated: August 26th, 1963

/s/ F. Dickinson Letts, Judge.



Our Greatest

UNEMPLOYMENT is the nation's greatest domestic problem, if not its greatest problem.

Unfortunately, it is a problem which too many government officials and businessmen wish would just go away.

Officially, the government lists 5 million as jobless. Each one is more than a statistic in government reports. Each one is a personal tragedy.

When a nation's most astounding statistic is its increasing number of jobless workers, even the complacent who have jobs are in serious trouble, whether they know it or not.

The most dramatized domestic problem today is civil rights. But no amount of equal opportunities laws will solve civil rights when there are not opportunities. No equal accommodations laws will have meaning unless minority groups can afford the price of the nation's accommodations.

No Administration is realistic, no matter how fine sounding its civil rights proposals, unless that Administration is willing to attack the jobless problem with equal vigor.

The problems of men and women without jobs are far more momentous than whether welfare agencies are overburdened; whether the Gross National Product is falling short of its expected mark; whether political hacks are losing the esteem of their constituents.

For the unemployed, joblessness is the worst kind of misery.

For the breadwinner, unemployment is a gnawing, soul-searing helplessness that claws at his inner fears, at his self-respect. There is no other feeling like it, and it is even more discouraging in a society

which places no priority, no urgency on a solution to mass unemployment.

Unemployment takes responsible working people out of the mainstream of American life, tossing them back in the economic jungle. They become economic slaves on the labor market auction block. Men with hungry families depending upon them will labor for anything; they will undercut their fellow workers for a pittance.

Automation and an ever increasing work force have intensified the despair of the unemployed in the United States. The popular reference is that there are 5 million Americans out of work today, but that is not the whole story.

Hundreds of thousands more have vanished from official sight after exhausting compensation benefits. Government bureaucrats no longer have a way of keeping track of them.

There is an old saying that no man knows the weight of another man's burden. Yet, the burden of our unemployed is a time bomb in our midst. Their burdens cry out for solution before the fire runs the length of the fuse.

The question of who the unemployed are, how they are affected by being out of work, and what is being done to help them provokes the most profound story in the nation today.

James R. Hoffa

Problem...

UNEMPLOYMENT



Modern Day Joblessness Democratic; Anyone Can Be Its Victim



ANYBODY can be out of a job.

It can happen anywhere and anytime in this land where the demand for workers is less than the supply, where machines are being produced to think and perform in an economy that is not growing as fast as the population.

It has happened to 4 million or more Americans every month of 1963 so far. At mid-year, there were slightly less than 5 million citizens out of work.

Unemployment tabulations in the U.S. are "the most complete, accurate, and reliable statistics" on the subject of any country in the world today

according to a February, 1962, report to the Joint Economic Committee of Congress. Yet the report also stated:

"The most serious gap in our knowledge of unemployment concerns the nature and attitude of the unemployed."

Who are the unemployed?

Simply put, they are the same people who have always been unemployed in times of excess labor markets, with the exception that today the skilled worker can suffer discharge as easily as the semi or unskilled employee. They are members of racial minority groups. They are the uneducated. They are the ill housed.

They are the sickly. They are the very old and very young. They are the victims of automation.

Something new has been added, also, since the Great Depression of the Thirties when one-fourth of the work force was jobless. Now we have "missing workers." They are the uncounted unemployed—uncounted because they have exhausted compensation benefits.

The first time workers were "missed" was in March, 1962. Suddenly, 300,000 fewer Americans were at work or looking for jobs than a year earlier.

Walter W. Heller, chairman of the President's Council of Economic Advisers, conceded that the new pattern was "disturbing." He said it indicated that there was "a good bit of submerged unemployment."

Who are the unemployed?

They are the victims of automation. Seymour L. Wolfbein, director of the Office of Manpower, Automation, and Training, said recently that 200,000 jobs are "affected" each month by automation and technological change. He further estimated that some 24 million jobs will be "affected" by automation over the 1960-1970 decade.

Wolfbein was quick to add that he did not mean to suggest that persons in the "affected" jobs will necessarily become unemployed.

"But," he said, "the new technology (which has) developed increasingly automatic assembly and processing techniques, gives material-handling functions to machines rather than workers . . ."

Wolfbein continued:

"Nor is this trend limited to production technology. In retailing, the spread of self-service techniques, improved conveyor methods in warehouses, various degrees of machine vending, and other new merchandising practices have also been slowing employment growth in the least-skilled occupations.

"Also, in the clerical field, expansion of automatic data processing in the sixties appears to be limiting growth in occupations involving simple and repetitive office and clerical functions."

Wolfbein said these trends were revealingly reflected in unemployment figures.

Teamsters Union members are well acquainted with the ravages of technological progress. Piggybacking of autos has cost an estimated 15,000 jobs. Containerization has changed both warehousing and hauling. Driv-

ers are aware of what double bottom or tandem operations have accomplished in the way of job reduction.

Warehousing, particularly, is on the threshold of the skeleton crew type of operation where the employees will be charged with button pushing and communicate via built-in speaker systems. Distribution techniques, also, are undergoing vast changes.

There are other factors, too. Often, a geographic area becomes depressed because local industries have declined. The immediate result is a chronically slack local labor market. Changes in consumer or business demand, changes in technology, depletion of natural re-

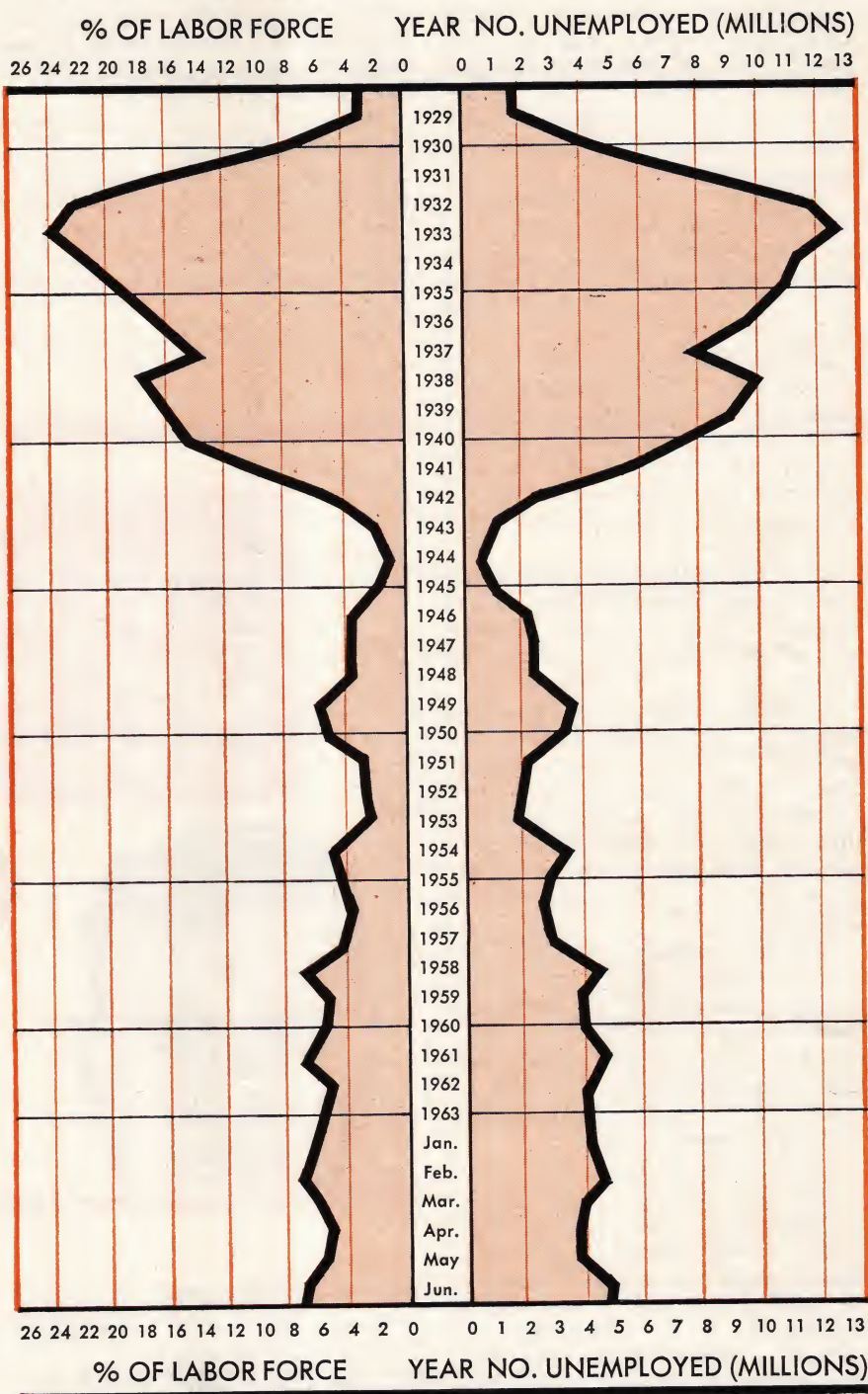


sources, and population migrations all contribute to unemployment.

The decline in the use of anthracite coal as a fuel in the past several decades is cited by Wolfbein as an example of how thousands of workers can be left jobless or under-employed as has happened in Pennsylvania. Bituminous coal miners in West Virginia were affected in the same way.

Textile industry shifts from New England to the low-wage states of the South resulted in unemployment. Depletion of iron ore and other ore re-

Unemployment 1929 to Present



sources in Michigan and Minnesota resulted in high unemployment in those areas.

Even political events cause unemployment as in the Miami, Florida, area where more than 100,000 Cuban refugees have eased out local workers by taking menial jobs at less pay.

Who are the unemployed?

They are nonwhite workers—of whom more than 90 per cent are Negroes. Nonwhites are represented



in less skilled areas of work and are subject to more unemployment than whites.

"Large gaps"—noted a U.S. Labor Department bulletin entitled 'Economic Status of Nonwhite Workers, 1955-62'—"continue to exist between white and nonwhite workers, as measured by most indicators of social and economic well-being."

The report stated that jobless rates of nonwhites are at least one and one-half times higher than for whites in every age-sex grouping. For some age groupings, the rates are three times as high.

Comprising only a tenth of the civilian labor force, nonwhites have accounted for two-tenths of the jobless total through most of the postwar period. The unemployment rate for nonwhites was 11 per cent in 1962—double the jobless rate of white workers that year.

Even within the same major occupation group, large differences in unemployment persist as rates for nonwhites generally exceed those of whites.

Nonwhite workers not only have higher rates of unemployment, they also are subject to more frequent spells of joblessness. About 3 of every 10 nonwhite men unemployed sometime during 1961 were subject to 3 or more spells of unemployment compared with 2 of every 10 for white unemployed.

Nonwhite workers, once they become victims of a layoff, must spend a longer time looking for new work. Nonwhites have consistently accounted for 20 to 30 per cent of both long-term unemployment of 15 weeks or more and very long-term unemployment of 27 weeks or more.

Who are the unemployed?

They are America's young people. Unemployment has always been higher among young persons than among adults. In 1962, for example, the unemployed rate for labor force members 14 to 19 years of age was about 13 per cent. At the same time, the rate was 9 per cent for those in their early 20's, and slightly more than 4 per cent for adults 25 years and over.

"Although they represent only one-fifth of the labor force," noted a Labor Department manpower research bulletin recently, "young persons under 25 years of age total more than a third of the unemployed."

Young people shop around for a job. They do part-time work. They change jobs often. But mostly, they become unemployment statistics be-

cause they lack seniority and experience.

Nonwhite youth have an especially difficult time. In 1962, the unemployment rate of nonwhite teenagers was about 25 per cent compared with 12 per cent for white youths.

While the rate of long-term unemployment has risen by about 50 per cent for the labor force as a whole in the past 5 years, it has increased more than 100 per cent for 20-to-24-year-olds. This condition will worsen as World War II babies enter the labor market.

There is a special problem concern-

the older worker is often rooted in the obsolescence of his skills in a rapidly changing economy. Moreover, his problem is often complicated by lack of mobility."

Men past the age of 55 suffer higher rates of unemployment than do younger fellow workers. In 1962, for example, men 55 to 60 years of age had a jobless rate of 4.7 per cent while men 30 to 54 years old had a 3.8 per cent rate.

Older workers protected by union contracts containing seniority and other job protection clauses are in good shape generally. But if an older



ing unemployed youth. The jobless rate is far higher for youngsters who drop out of school before graduating than for high school graduates.

In October, 1961, for instance, 27 per cent of the dropouts who left school were unemployed compared with 18 per cent of the high school graduates. Unemployment rates for both groups decline, of course, as the youngsters grow older.

Who are the unemployed?

They are older workers with proven skills and records of lengthy, loyal employment. To put it another way, according to the Labor Department manpower research bulletin:

"The unemployment problem facing

worker once loses his job, he faces far greater difficulty than the younger man in finding work again.

There is no doubt. Unemployment tends to last longer for workers advanced in years. Researchers wishing to know the state of the economy often study the work status and unemployment experience of older men. The fate of the older worker is considered a good barometer of the nation's economic health.

Who are the unemployed?

They are the unskilled and the uneducated in the main. The unskilled—educated or not—are particularly vulnerable in the labor market.

The young worker, the older work-

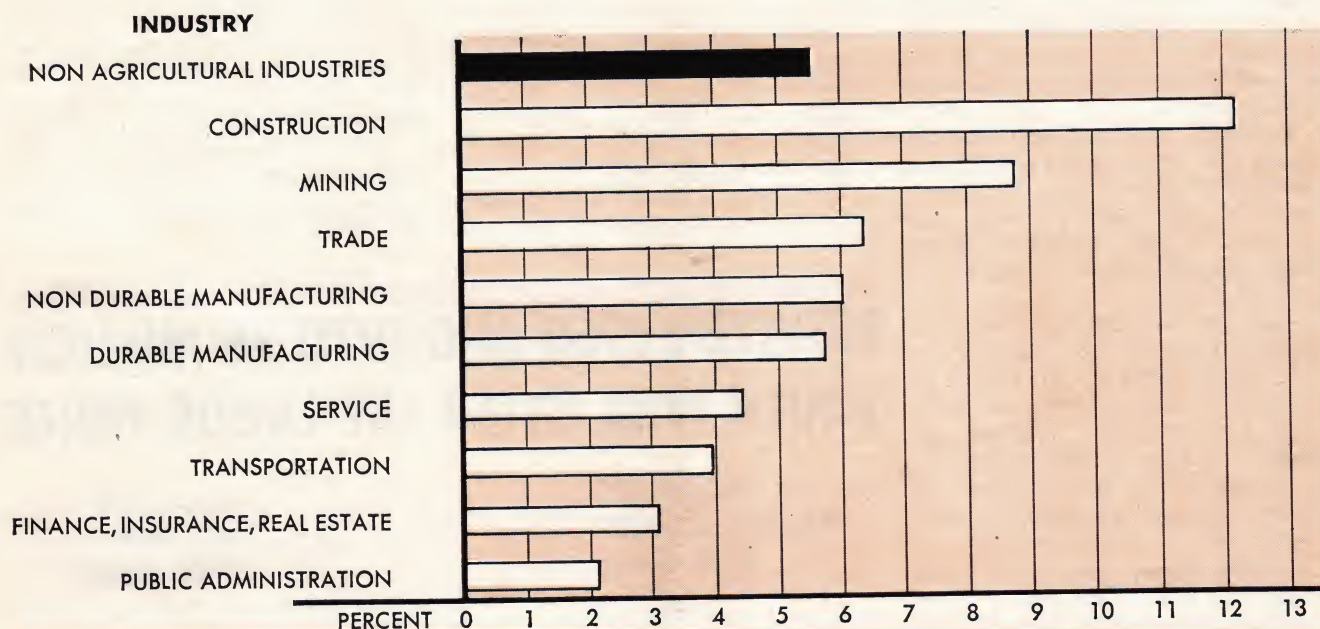
er, the nonwhite worker—for all of them, the absence of needed occupational skills contributes greatly to any employment difficulties they may have.

The highest unemployment rates among major nonfarm occupation groups in the postwar period have been recorded by nonfarm laborers, semi-skilled production workers, and service workers. At the other end of the scale, unemployment rates are much lower among professional and technical workers, and among managers and proprietors.

There is a strong relationship be-



UNEMPLOYMENT RATES BY INDUSTRY, 1962



tween education, occupation, and unemployment. The unemployment rate shows a significant drop with each step up the educational and occupational ladder.

In March, 1959, the latest data for which figures are available, unemployment rates ranged from 10 per cent for those who did not complete their elementary school education to less than 2 per cent for college graduates.

One of the most alarming chapters in the now-famous pamphlet produced by the Conference on Economic Progress, "Poverty and Deprivation in the U.S.," illustrated the relationship of education to income. The degree of earning power was paralleled by the

degree of education. So it is with the unemployed rate also.

High unemployment rates, of course, are not solely the result of skill, training, experience, skin color, age, technological progress, and so forth. Unemployment is also high among both skilled and unskilled workers in industries where the work is seasonal or irregular.

Construction is a prime example of an industry where workers face the risk of unemployment more than their share. In 1962, the unemployment rate of construction workers was 12 per cent—twice that of all other workers.

Unemployment also runs high in

agriculture, mine work, and certain seasonal manufacturing.

Unemployment is rampant in large cities and metropolitan areas. In December, 1962, nearly one-third of the 150 major market areas regularly classified by the Labor Department were listed as having relatively heavy unemployment. In other words, joblessness was above average in those areas; in many cases it has been persistent for several years.

In virtually all the areas where there has been high unemployment in recent years, according to the Labor Department, the jobless rate is connected to either a major decline or disappearance of the area's major industry or industries.



U. S. unemployment - employment statistics for the past 10 years show the nation to have the highest rate of joblessness of any industrial nation on earth. Only Canada, a predominantly agrarian country, has higher jobless rates.

There was a happy, dream-like period in our history when economists felt that 2 per cent was a reasonable amount of unemployment in the U.S. But that idea went overboard at the close of the big money period of the golden twenties.

One-quarter of the work force was idle in 1933 at the height of the Great Depression. There were nearly 13 million people looking for work. Yet by 1944, war-time activity had reduced the unemployment total to less than 700,000.

Veterans returning after World War II swelled the unemployment rolls to more than 2.2 million in 1946—or 3.9 per cent of the work force. It was about this time that economists, particularly government economists, decided that a level of 3 to 4 per cent unemployed was an amount of joblessness that could be lived with.

Unemployment grew. By 1949, there were 3.7 million persons out of work and for the first time since the Allied victory, the U.S. joblessness exceeded 5 per cent.

Renewed industrial activity during the Korean War brought the unemployment figures down once again but only to a low mark of 1.9 million unemployed in 1953. Gradually, the total unemployment percentage increased to where it has not been below 4 per cent since 1954. It has not been less than 5.5 per cent since 1958.

Now economists are inclined to speak in terms of 5 to 6 per cent unemployed as the price of progressing with technological know-how under the free enterprise system. The rationalization has grown with the economy.

It is a tragic story. From 1957 to 1962, total unemployment increased

nearly 40 per cent; long-term unemployment (15 weeks or more) increased 100 per cent; very long-term unemployment (6 months or more) increased by nearly 150 per cent.

"These facts raise a number of questions," notes a Labor Department brochure, "particularly in reference to the adequacy of financial resources to tide jobless workers over periods of unemployment of very long duration even when assisted by unemployment compensation benefits. Moreover, they suggest the extent of erosion of workers' skills under the impact of long-term unemployment.

"In addition, these figures indicate not only that the economy has been

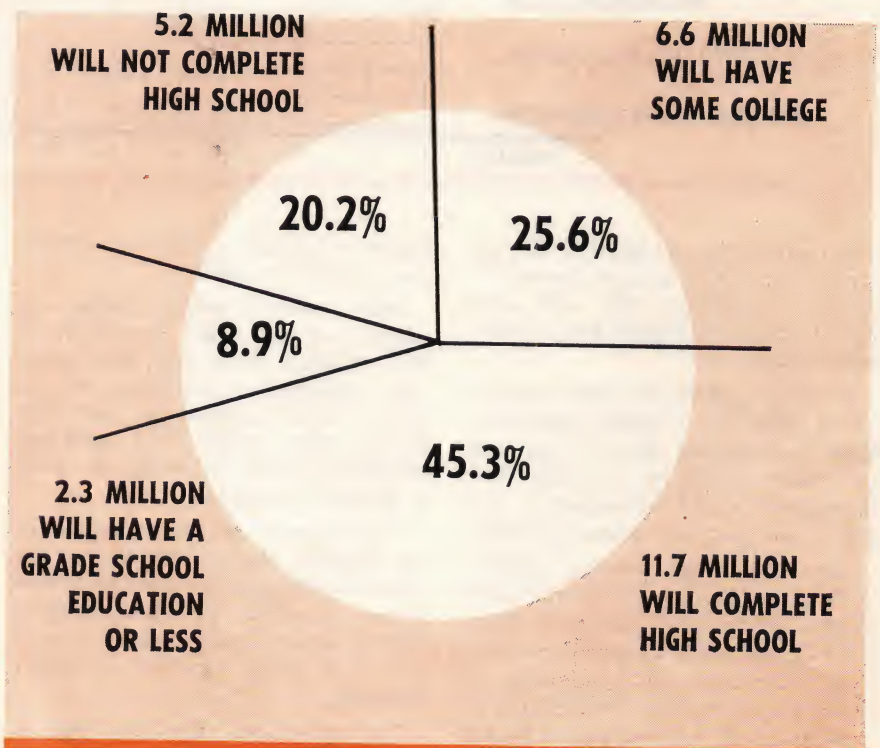
unsuccessful in recent years in approaching a full utilization of manpower resources but that, in fact, it appears to have been moving further away from that objective."

Millions of men and women are suffering the agony of unemployment in the rich United States. Their children suffer, too.

Millions of breadwinners are trying to find a job like the one they had. Some are even searching for work that cannot be found. There are others still looking for their first job.

They all have learned that unemployment may be the most democratic element of our institution: Anyone can be its victim.

BETWEEN 1960 AND 1970 26 MILLION YOUTH WILL ENTER THE LABOR FORCE



Today's Jobless Are Personal Tragedies Left Behind and Forgotten by Society



or dispossession of earthly goods. Certainly there can be no more devastating a human experience for a man than to know that he cannot feed his children that night, or buy medicine for his wife or his baby."

How are people affected when they lose their job or are unable to find work?

All too often today it is the first step on the road toward exhausted savings and mortgaged (and lost) homes. It frequently is the first introduction to the embarrassment and chagrin of the pauper's oath and public welfare—that is, if they appear to be above suspicion and beyond reclamation.

There are those who believe the effect of joblessness is negligible. W. Willard Wirtz, Secretary of Labor, was quoted recently: "Much of the unemployment is scattered and many who are without jobs are not in a desperate state. This is part of the problem of getting people to care about it."

There are those who downplay the effects of unemployment. *Newsweek* magazine, in its All Fools' Day issue of last April 1, discussed the subject:

"In truth, unemployment is not as bad as it once was. One need look no further for a striking comparison than the Great Depression of the thirties—when 12.8 million workers, fully 25 per cent of the labor force, were unemployed.

"Unable to pay rent, unable to meet their mortgage payments, millions of Americans were evicted. Whole families lived—and died—in tarpaper shacks and tin-lined caves and scavenged for food. Many, who could not beg or borrow enough to feed their hungry children, stole what they could. Many others turned their children out to fend for themselves.

"Before the worst was over, violence and unrest swept the land, and there was open talk of revolution."

To suggest that joblessness today is invisible or inconvenient is to be without compassion in 1963.

There are too many families being threatened with eviction (90,000 in Washington, D.C., last year). There are too many families leaving slum housing to live in broken down autos which they finally abandon on streets and highways.

Violence and unrest?

There is more violence than there ever was. Juvenile delinquency is old hat. Today the scale is more broad and bloodier as teenagers and young adults—with nothing to do—indulge in the most destructive vandalism and

EACH person suffers in his own way when out of work.

The personal tragedy that accompanies unemployment can strike with sudden swiftness. The threat of job disaster can best be understood if one asks: How truly secure am I in the economic scheme of things?

Few families in the United States today could survive long without begging, borrowing, or stealing after losing a week's paycheck. To put it another way, the loss of \$1,000 can bankrupt many indebted consumers today. Loss of \$100 can cause a hardship in most families. Loss of a

\$10 bill can force a denial on most breadwinners.

Loss of a job—what can that do? Harold J. Gibbons, Teamsters Union executive vice president, supplied the answer to that question recently when he said:

"It is one thing to say that more than 5 million Americans are chronically unemployed. This is a statistic which has little real meaning to the average person, until one begins to consider this in terms of 5 million individual people and their families who are the inheritors of destroyed dreams, hopeless illnesses, starvation,

UNEMPLOYMENT



felonious conduct in our history. Youthful crime is increasing 5 times as fast as the population.

What is the revival of folk singing but a sign of massive unrest springing from dissatisfaction with the status quo and distaste for moral decay in business and manners?

Talk of revolution? Today there are hundreds of thousands of Negroes on the march. They seek civil rights and economic recognition. They have disturbed the welfare state and warfare state advocates. Is this not revolution?

Sen. Joseph S. Clark of Pennsylvania is constantly popping up on the Senate floor to discuss what he calls the "manpower revolution."

Cambridge, Maryland, might qualify as a pocket-size example of the new revolution. It is a community where chronic unemployment led finally to a racial explosion this summer.

Cambridge Negroes — packed together in a ghetto — sought better housing, schools, and access to public facilities. Most of all, they sought jobs. While the average rate of unemployment in Cambridge has been slightly less than 10 per cent, for its black ghetto the rate has been 30 per cent.

"Socially," commented the Washington *Post* newspaper, "Cambridge is still in the 17th century—and prefers to stay that way for better or worse. Economically, the town is still trying to recover from the 19th century."

That was a bitter indictment of the Maryland city whose greatest fault is that it was a company town for too many years. Located on the Choptank river, Cambridge was the victim of a 19th century canning baron named Albenis Phillips.

He built a canning empire that became one of the largest in the world. He also became the overlord of Cambridge, amassing a fortune and paying substandard wages while effectively combating unionism. Both white and Negro workers were the victims.

Ultimately, Phillips died and his business dwindled. But the custom of paying low wages and prohibiting unionism remained with the community. The world passed Cambridge by. Other industries tried to survive in the city but failed to make the grade.

The racial differences that came to a head in Cambridge, accompanied by militia bayonets and police clubs, accentuated the city's economic disease and laid bare its bankrupt bent. The community, ground into dust by one phase of the manpower revolu-

tion, may never recover from its blight.

In 1961—a year of recovery from a recession—the Census Bureau conducted a survey and found there were 13 million working people who were unemployed at some time or other during the year. What happens to these people?

Take the case of Walter W. Peterson of San Diego, Calif. A tool and die maker, Peterson received a pin in recognition of 20 years' employment at the Convair Division of General Dynamics Corp. He was fired on the same day.

Despite the setback, Peterson was in better shape than most who would be caught by such a fate. He owned his own home and had two cars. His savings amounted to \$10,000. Never-

gages. The agency recently studied six metropolitan areas and found that the main reason for increases in numbers of home foreclosures was "curtailment of income."

The story was the same in Chicago, Dallas, Detroit, Los Angeles, New York, and Philadelphia. Layoffs and a cut in the work week or wages were the reasons that 35 per cent of all FHA borrowers and 40 per cent of all VA borrowers were unable to keep up their house payments.

One of the most astounding facts to be unearthed in the survey was that in each of the areas examined, at least 44 per cent of the FHA, VA or even conventional loans, borrowers had suffered a decline in income between the time they made their loans and the time their mortgages were

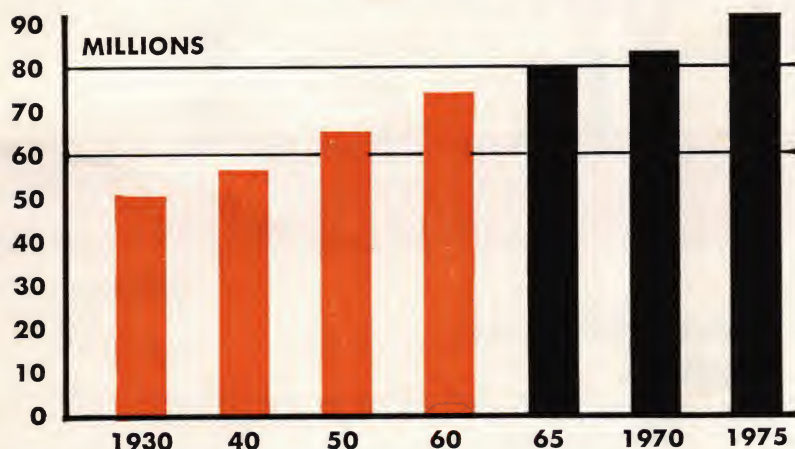
more of all workers are excluded from compensation benefits. Either their employer does not participate in the program or else they are ineligible.

Compensation trends are one of the more alarming reactions to unemployment. Authorities estimate that more than half the unemployed today have exhausted their unemployment insurance benefits.

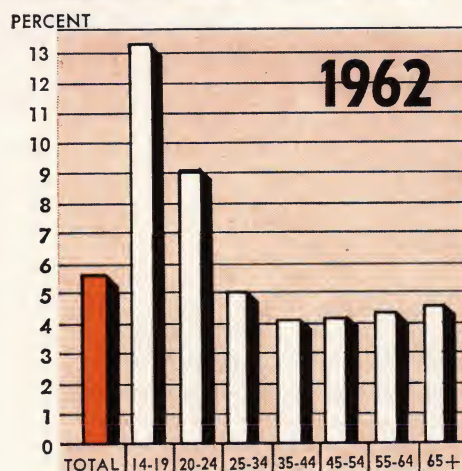
Proof of the seriousness of the situation so far as the jobless worker is concerned is the fact that numerous states are reducing their compensation programs. They fear financial drain in the face of mounting unemployment.

Several states have reduced benefits or tightened eligibility regulations as has Colorado. Others, such as South Dakota, have considered legislation

LABOR FORCE GROWTH 1930-1975



UNEMPLOYMENT RATES BY AGE



theless, he was 45 years old and had a wife and three children.

Peterson quickly exhausted the work possibilities in the San Diego area. Now he putters around the garden and occasionally looks for a job. His wife has a part-time job that pays \$1.40 an hour. What is Peterson's reaction?

He says: "Many mornings I wake up and just decide to lie there. Finally I decide, 'Well, I might as well start the day.'"

There are others less fortunate than Walter Peterson.

The Housing and Home Finance Agency has some stark statistics regarding foreclosures on home mort-

foreclosed. The agency reported:

"Income reduction in the majority of cases resulted from unemployment."

Three groups of working people were affected, all apt to be victims of technological change — nonfarm laborers, operatives and craftsmen, and foremen. The homes they lost were generally in the \$10,000 to \$14,999 category and represented a lot of family happiness and hope.

Home foreclosures thus are not necessarily prevented or delayed because of some such life-saver, for instance, as unemployment compensation.

As a matter of fact, a third or

attacking the very principle of wage insurance. This at a time when destitute jobless workers need help the most.

What happens to the unemployed when compensation benefits are not available, when their borrowing power is gone, when their relatives cannot help, when they cannot move to quarters cheaper than the slum in which they live?

They go on relief.

Which is to say that in many instances, the unemployed worker seeking welfare aid often is reduced to the greatest indignity that a civilized society can bring to bear upon one of its members.

A legal finger accuses him of being a non-producer. Already lonesome enough, he is referred to as a loafer or a suspect sponge. If he wants to get the meager help available, he has to swear that he is a pauper. Often, signing the pauper's oath is tantamount to signing away his civil rights.

"Poverty and the Law—The Constitutional Rights of Assistance Recipients," an article by Elizabeth Wickenden, technical consultant on public social policy of the National Social Welfare Assembly, stated at one point:

"A new concern has arisen among lawyers, social workers, and others interested in protecting the constitutional rights of all Americans regardless of their economic or social status. This is the growing disposition in some states and localities to apply a different standard of law enforcement to persons because of their poverty, especially if that poverty is reflected

tributed to a dream described as an "affliction" by at least one economist: The dream is that mass poverty no longer exists in the United States.

Yet the poverty is there for at least 77 million Americans according to estimates by the Conference on Economic Progress. Mass poverty has



UNEMPLOYMENT COMPENSATION

HERE IS THE LABOR FORCE BALANCE SHEET FOR THE 1960s

in dependence upon tax-supported benefits such as public assistance."

The sociologist cited several specific examples to show that equal treatment under the law, freedom of movement, and right to privacy were being denied to persons distinguished by poverty.

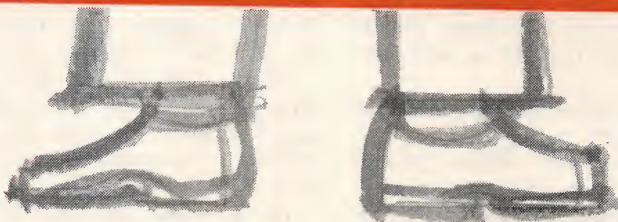
Cases included mothers of illegitimate children subject to prosecution under rarely enforced laws in New Jersey and Connecticut. Also cited were the infamous night raids conducted by the Alameda County welfare agency to determine whether 500 mothers in Oakland, Calif., were meeting the requirements of the law to receive assistance for the support of their needy children.

It is clear that social insecurity is a product of unemployment rather than a cause of unemployment. The pauper's oath is the first badge of social insecurity.

Thirty years ago, the late Franklin D. Roosevelt caused a political furor when he spoke of "one-third of a nation—ill-housed, ill-clad, ill-nourished." Immensely important New Deal social legislation followed which did a great deal of good yet con-

	(MILLIONS)
NUMBER OF WORKERS IN 1960	73.1
SUBTRACT:	
Withdrawals— death, retirement, marriage, childbearing, etc.	— 16.4
1960 WORKERS STILL IN LABOR FORCE IN 1970	56.7
ADD:	
Young entrants	+ 26.0
Adult women returning to work	+ 3.0

NUMBER OF WORKERS IN 1970..... 85.7



been the result of heavy unemployment as much as anything else.

Michael Harrington, author of "The Other America: Poverty in the United States," wrote graphically of the way people are affected when they join the ranks of unemployed:

"The poor are increasingly slipping out of the very experience and consciousness of the nation . . . The American city has been transformed. The poor still inhabit the miserable housing in the central area, but they are increasingly isolated from contact with, or sight of, anybody else.

"Living out in the suburbs, it is easy to assume that ours is, indeed, an affluent society.

"Clothes make the poor invisible too: America has the best-dressed poverty the world has ever known. It is much easier in the United States to be decently dressed than it is to be decently housed, fed, or doctored.

"Many of the poor are the wrong age to be seen. A good number of them are 65 years of age or better; an even larger number are under 18.

"And finally, the poor are politically invisible. They are without lobbies of their own; they put forward no legislative program. As a group, they are atomized. They have no face; they have no voice. Only the social agencies have a really direct involvement with the other America . . .

"Forty to 50 million people are becoming increasingly invisible."

It is a terrible vicious circle. To

be unemployed is to be poor. To be poor is to be ill-fed and ill-housed. To be ill-fed and ill-housed is to be less healthy. To be less healthy is to have less opportunity for employment, and so on.

It might be accurately stated that local, state, and federal governments recognize certain responsibilities to the extent that nobody starves anymore as a result of being out of work in the United States.

But as Dwight MacDonald wrote in the New Yorker magazine last winter:

"Nobody starves, but who can measure the starvation, not to be calculated by daily intake of proteins and calories, that reduces life for many of our poor to a long vestibule to death?

"Nobody starves, but every fourth citizen rubs along on a standard of living that is below what Harrington defines as 'the minimal levels of health, housing, food, and education that our present stage of scientific knowledge specifies as necessary for life as it is now lived in the United States.'

"Nobody starves, but a fourth of us are excluded from the common social existence. Not to be able to afford a movie or a glass of beer is a kind of starvation—if everybody else can."

John Snyder, Jr., chairman of the board for U.S. Industries which designs automated production machines,

was asked recently what he thought is the effect on workers today as a result of automation and technological change. He replied:

"It means they are out of work. Optimists like to compare this to the industrial revolution—but the analogy is wrong. People got hurt then because we were breaking out of an industrial society, but with these new tools we are obsoleting not only our conventional machines, but modern men as well. The industrial revolution created jobs. Now we're using sophisticated machines to destroy jobs."

There can be no more basic description of the effect of unemployment than to say in the first place that it means people are out of work.

Jobs are no longer plentiful. Unemployment for even the most talented, experienced, and youthful today can be the beginning of deprivation followed by impoverishment. Only the worker with a rare skill and proficiency—diamond cutting, ice carving, and so forth—can be assured of employment.

The unemployed who fail to return to the work track immediately soon find themselves on the list of long-term unemployment. They become anxious losers.

They lose dignity and a sense of usefulness.

They lose the pride of artisanship and production.

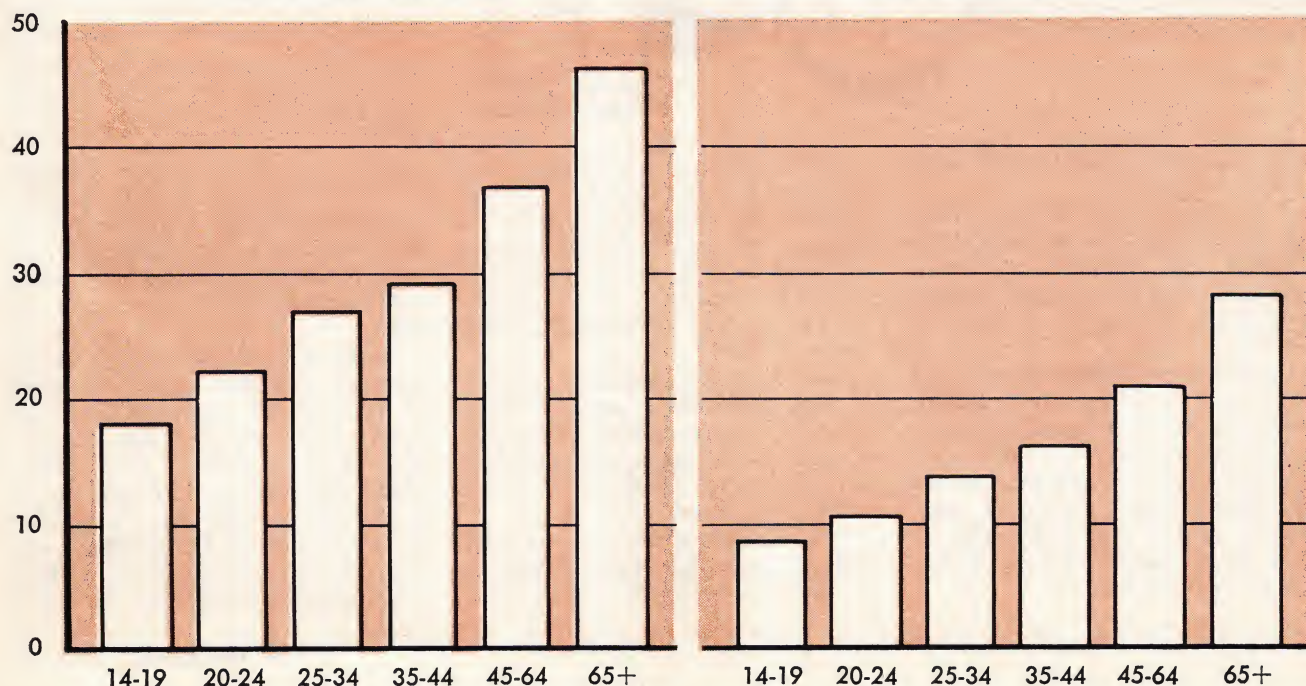
And the nation loses them.

LONG-TERM UNEMPLOYMENT BY AGE, 1962 AS PERCENT OF UNEMPLOYED IN AGE GROUP

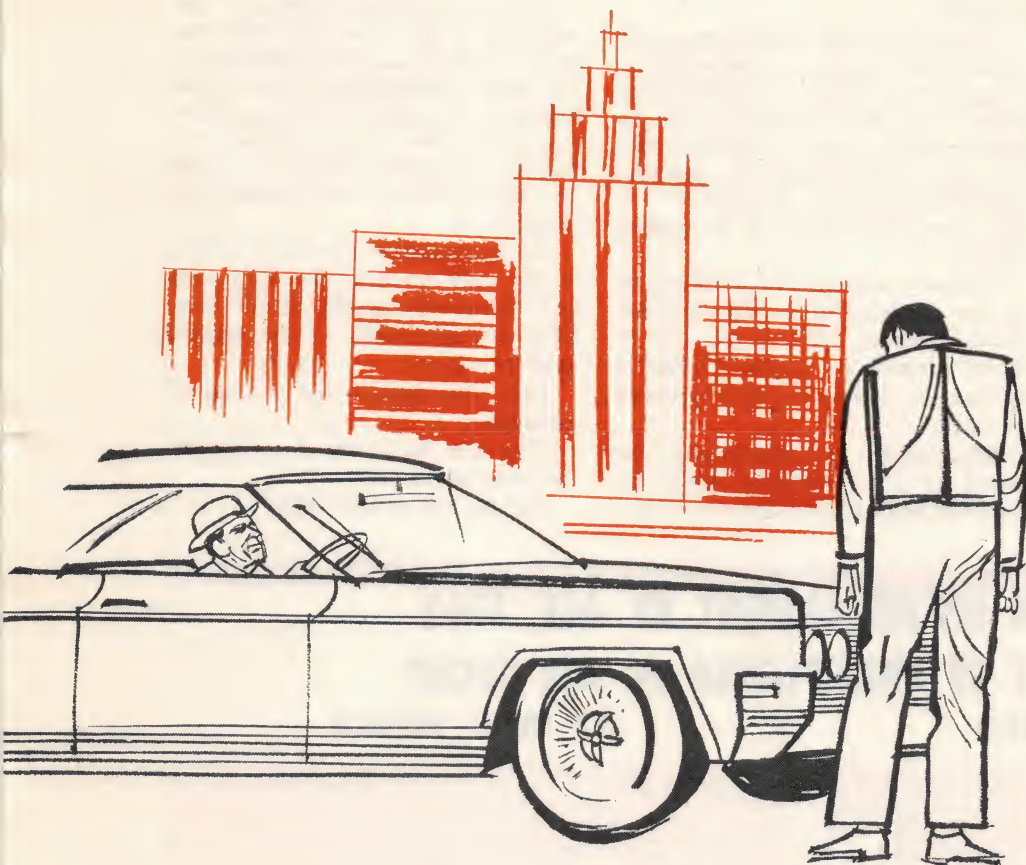
PERCENT

15 PLUS WEEKS

27 PLUS WEEKS



Future Desperate for Jobless Millions as Society Exhibits Little Concern



NOT much help is really being given to the unemployed.

Too often in the United States today, the effort to aid the unemployed is token, experimental, or limited. Instead, it should be weighty, explicit, and infinite. Most of all, it should be effective.

Governments—federal, state, and local—are vacillating and limiting their programs to conquer joblessness. Political, economic, and social leaders of every brand have accustomed themselves to the luxury of complacency on the subject of unemployment. So people are not working, they say; so what's new?

Few leaders are impressed by reasoning such as that expressed in blunt words by the late George Orwell: "It seems to me that economic injustice will stop the moment we want it to stop and no sooner, and if we genuinely want it to stop, the method adopted hardly matters."

John L. Lewis, president emeritus of the United Mine Workers of America, tried to whip up some enthusiasm on what to do about unemployment in a speech at Washington, D. C., last April 3. He said:

"Unemployment has become the major problem that is facing America . . . We have nearly six million unem-

ployed; and their chances for re-employment in the future were never more dim.

"What are they (the Kennedy Administration) going to do about it? . . .

"I am astonished at the patience of these (unemployed) men. I know well that the longer their patience is maintained, the more violent will be the explosion when they reach the limit of their endurance!"

Small attention was paid Lewis' remarks even though he predicted that unemployment would become the most important issue in the 1964 Presidential campaign, and his more sensational prophecy that there would be a violent "explosion" of the unemployed.

His words did not become a battle-cry for a forthright, standup approach to the problem of what to do to eliminate unemployment or cushion any citizens who remained unable to find work. Lewis was shouting into the wind.

One difficulty with getting help for the unemployed is that too many authorities are not concerned with the idea; they are more content to periodically raise the percentage of permissible unemployment and be willing to live with it.

All too often, in fact, they get bogged down in figures to prove or disprove each other's arguments. An example of this occurred recently at a labor-industry-government seminar on what to do about automation.

One delegate to the meeting, John F. O'Donnell of Columbia University, thought the conference was thoroughly unrealistic. He commented:

"We now have 68.1 million people working and 4 million out of work. But if the Labor Department's own 5-year projections are correct and if you convert percentages into people, we'll have only 64 million working and 14.6 million crying for work in 1968."

Soon afterward, Labor Secretary W. Willard Wirtz conducted a meeting at which the same statistical projections referred to by O'Donnell were used to estimate that unemployment will increase only 1.6 million by 1967.

Wirtz, an early acquisition of the Kennedy Administration, was hired to help get the unemployment rate below 4 per cent—a noble ambition that never succeeded. Now Wirtz, whose office was usurped long before he became the Secretary, is reduced to testifying before House subcommittees ("I assume we shall find those jobs because we must find the jobs")

and addressing meetings like one in New York City where he forecast "human slag heaps" in future employment developments.

None of this has been any help to people out of work.

Fortunately there are some areas of agreement. Experts unanimously conclude that young people and Negroes are dominant factors, both today and tomorrow, in any set of employment-unemployment projections.

An estimated 26 million new young workers will have entered the labor force by the end of the 1960-1970 decade according to the U.S. Department of Labor. Two-thirds of that increase will have occurred by 1965 according to the U.S. Department of Commerce.

At the end of the decade, approximately 3 million new young workers will be entering the labor force each year.

The implication is that if our current rate of youth joblessness persists, there will be an estimated 1.5 million youngsters out of work by 1970. Additionally, unemployment among teenage Negroes probably will continue to be double that of white teenagers.

A curious and disheartening aspect of the employment future of the young is that if current trends continue, nearly a third of the 26 million youngsters will drop out before high school graduation.



They drop out of school to try and find a job that will pay them enough to get the things their unemployed or poorly paid parents cannot buy for them. Yet education and vocational skills are the very tools the youngsters need to insure better employment opportunity in the future.

Two years ago some 12 million youngsters under the age of 18 were in families whose total money income was less than \$3,000 annually—considerably below the "modest but adequate" family budget adjudged necessary for a family of four by the Labor

Department. Many of those youngsters left school to supplement the family income. The dropouts soon met with disillusionment.

Typical of drop outs is Edward Washington, a 16-year-old Negro living in Washington, D. C. He was interviewed on a network television program and asked why he left school. Washington answered:

"Because I didn't feel that I had the proper clothes to wear like other boys had, you know, and I thought I would get out—come out of school and get me a job and get the clothes I want to wear to school."

Further questioning revealed that Washington tried to find a busboy job paying \$25 a week. He never found it.

Nonwhite youths, of whom 9 out of 10 are Negroes, face greater job problems than other young workers. Only a year ago, about one of every four nonwhite teenagers in the labor force was unemployed.

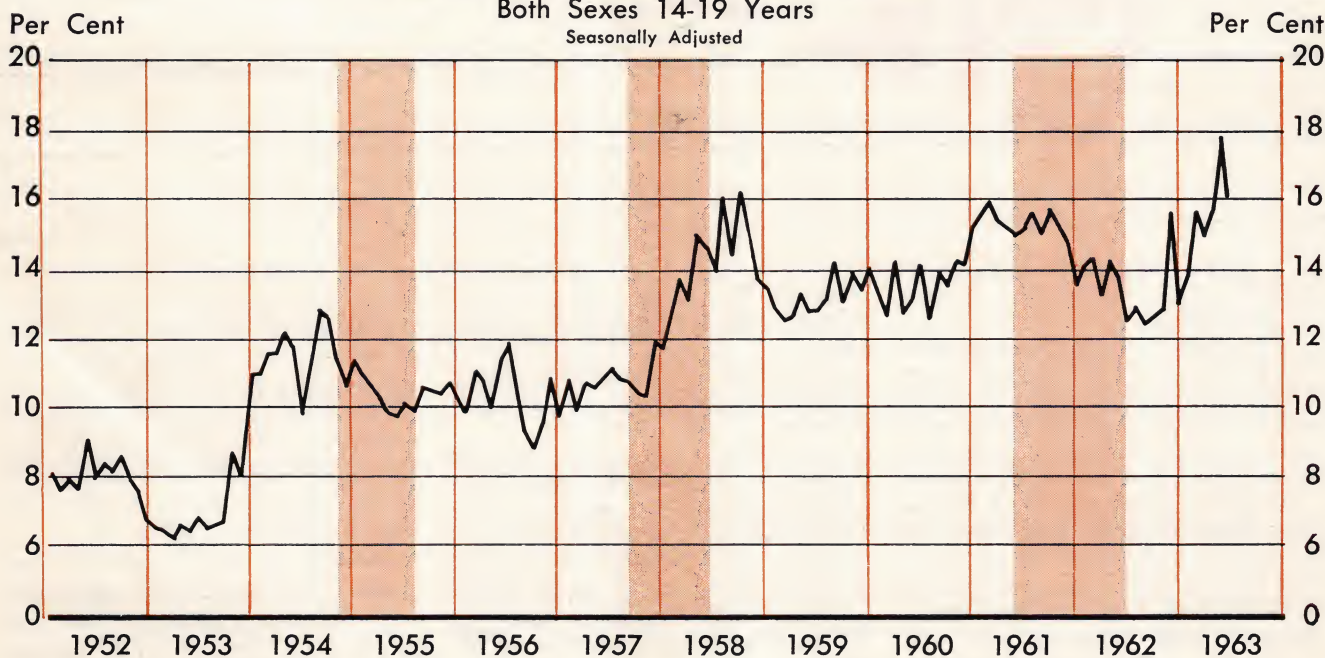
That figure can easily worsen in the future as dropouts, unable to take many available jobs today, will be less prepared tomorrow as hiring requirements rise.

No matter the figures, at the moment there is not too much being done to help the unemployed youth. The problem is massive.

If there is one thing the Negro civil rights drive has shown in the

Teenage Unemployment Rate

Both Sexes 14-19 Years
Seasonally Adjusted



Source: U.S. Department of Labor
Latest data plotted: June preliminary

Shaded areas represent periods of business recession.

summer of 1963, it is that Negroes—second-class citizens both politically and socially—also are second-class citizens economically. New attention has been focused on the problems of nonwhite, that is to say, Negro unemployment.

Joblessness has been a tragic yoke for the American Negro—so much so that *Business Week* magazine felt compelled to say in an article appearing in its Aug. 17, 1963, issue:

“... Negroes nationwide are pressing, individually and in well-organized groups, for more jobs and better jobs. In its drama and impact, the campaign is comparable to the American

employment results.” But Coolidge was leading up to his point: “Industry cannot flourish if labor languishes.”

U.S. News & World Report a few years ago ran an article entitled, “What ‘Unemployed’ Really Means.” The story endeavored to show that a mark of 4.4 million unemployed was a scare figure. “Take a closer look at ‘the 4.4 million unemployed,’” cried the business magazine. “You’ll find surprises. Only about 1 million represent families whose sole breadwinner is out of work.”

Nation’s Business for August, 1963—published by the U.S. Chamber of Commerce—assaulted the unemploy-

shares the benefits of automation while providing the worker with a certain amount of job security. Profits gained through savings in production costs are shared with both worker and stockholder.

JOBS

CIVIL RIGHTS

workers’ drive to unionize at the turn of the century.”

The article went on to explain how some sections of the business community have met the Negro drive for jobs. It neglected to give constructive advice to the businessmen on how to open up job opportunities for Negroes.

Business attitudes generally have been little concerned with what can be done to help those out of work. The interest that is expressed usually is in the tone of the late Calvin Coolidge, our 30th President, who once remarked: “When large numbers of men are unable to find work, unem-

ployment problem with a dandy article entitled, “Self-Help Brightens Job Outlook.” It was a skimpy review of private and group counseling programs underway to help workers “help themselves find a job.”

There are exceptional business attitudes, of course. The most noteworthy and generous has been that of the Kaiser Steel Corp., which—through the collective bargaining process—agreed to a profit-sharing plan with 4,000 workers represented by the United Steelworkers of America.

Essentially the Kaiser-USW plan

By the beginning of this August, the steel plan had produced a profit of 96 cents on common stock compared with a loss of 16 cents in the same period last year. Steelworkers, meanwhile, divided monthly melons. In July, the lowest labor split was \$43 in addition to regular pay while the highest bonus was \$189.

Possibly the most important language in the Kaiser-USW agreement is a clause providing that any employee who loses his job through automation will receive a year’s wages in severance pay.

Collective bargaining has gained other agreements also to face the manpower problems resulting from technological advance. But some of the arrangements have gone sour. A most recent example was the agreement with Armour & Co.

Ralph Helstein, the president of the United Packinghouse Workers AFL-CIO, accused the meat-packing company of using its "automation committee" as a "public relations fraud" rather than to aid the unemployed. He said Armour had shut down three plants, idling 3,200 workers, and harbored a "ghoulish desire for profits."

Trade unionism, when all is said and done, has made one of the great-

Teamsters Union Executive Vice President Gibbons described the IBT position in testimony more than 2 years ago before a House Subcommittee on Unemployment and the Impact of Automation:

"We do not think that industry has any right—legal, moral, or otherwise—which would give them the right to take completely the benefits of automation and technological improvements. This is a social product, not the product of any one man's mind."

Congress, the legislative pinnacle of government in the United States, is the leadership to which the nation looks for guidance and help in the

unemployment at the time he commented, a subject which Congress still has not faced fully despite its knowledge of 5 million individuals officially out of work in the country.

So far in the 88th Congress, the Senate has passed the Youth Employment and National Service Corps bills. The first measure would provide a minimal amount of money in an amendment to the original Manpower Development and Training Act of 1962 which has still to train its first 100,000 unemployed. The second bill would establish a so-called Domestic Peace Corps to employ 1,000 corpsmen in the first year.

Otherwise the congressional box-score of achievement is nil in the unemployment area. True, scores of bills have been introduced. The Senate Committee on Labor and Public Welfare has more than 125 measures to consider while the House Committee on Education and Labor has more than 500 bills in the hopper.

When queried, the Congressmen can fall back on the excuse that a report is pending, and it's true, for both committees have asked for hundreds of reports from the Labor Department and the Department of Health, Education, and Welfare.

Subcommittees hold occasional hearings and emerge with interesting reports and equally interesting recommendations—yet Congress does nothing. Literally ignored, for example, was this ominous warning of a subcommittee on economic statistics in February, 1962:

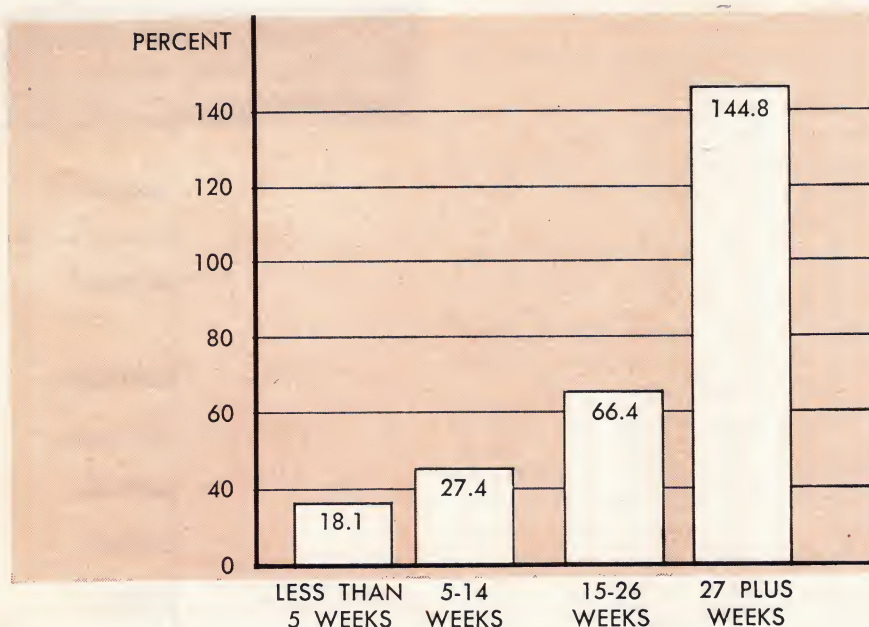
"The persistence of heavy unemployment as the economy has moved ahead during the past year is the most perplexing and troublesome domestic economic problem that confronts our nation. In the light of our obvious domestic needs and the immense international challenge of the Communist movement, the inability of 4 to 5 million American workers to find jobs in a period of prosperity cannot be tolerated."

But tolerated it is.

There are Congressmen who periodically stand up on the floor and make their protest. Sen. Wayne Morse (D-Ore.) is one of these. Not so long ago, Morse wrote the same identical letter to the Secretaries of Labor, Commerce, Agriculture, and Health, Education, and Welfare.

Morse said that since his suggestion "cuts across departmental lines," he was addressing all of them, asking them to establish a Council on Automation to help "meet and ameliorate these adverse effects (of automation)

PERCENT INCREASE OF NUMBER UNEMPLOYED BY DURATION, 1957 TO 1962



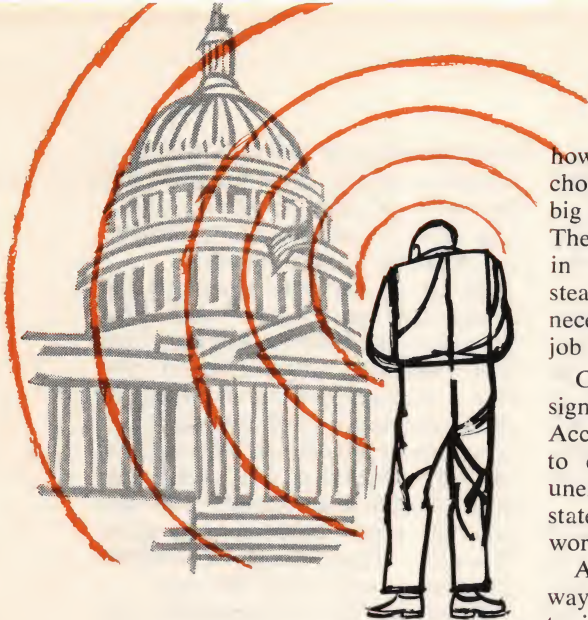
est contributions in the fight against unemployment and in the communal operation to rescue the unemployed. Yet its efforts are sometimes turned aside by governmental edict.

Teamsters Union contract language protecting legitimate bargaining unit work from the job-decimating effects of technological advance was tossed out recently in a National Labor Relations Board decision. In this case, the companies involved had trimmed their force of drivers to the extent that 4 of every 5 men had lost their jobs in only 3 years.

area of unemployment. But congressional behavior on this subject is little different from its attitudes on other domestic problems — unless pork-barreling is involved.

"It is notoriously difficult," said news analyst Howard K. Smith recently, "to get the U. S. Congress to act on our national problems until after catastrophe has struck. The great depression of the thirties might have been avoided or mitigated had Congress faced its responsibilities in time."

Smith was discussing the effects of



upon the men and women who make up our working force."

The significance of this letter by Sen. Morse escaped most Capitol Hill observers. Plainly, the Oregon Senator felt that Congress was ducking responsibility for coping with the effects of unemployment. So he invited the executive branch of government to take the lead.

Congress, of course, made a start in attacking unemployment by passing the Area Redevelopment Act of 1961—permitting money and technical aid to be supplied to chronically depressed areas. The Act, however, does not alleviate the effects of unemployment except by happenstance. It has not made a great dent in unemployment.

The Manpower Development and Training Act of 1962 is still very much a pilot program. There are other things Congress could do such as passing a 35-hour workweek law and giving the small wage earner a tax cut. Both of these actions would spread and increase the supply of money in circulation.

An effective public works program,



however, would most successfully chop the stilts out from under the big figure of 5 million unemployed. There are enough things to be done in the U. S., to keep everybody steadily employed for a century. The necessary legal instrument to get the job done is already part of the law.

Congress passed and the President signed into law the Public Works Acceleration Act in 1962. Its aim was to create jobs in a period of high unemployment by stepping up federal, state, and local government public works programs.

As usual, Congress did things halfway. Only part of the money needed to implement the Act was appropriated. Today the program is decelerating more than it is accelerating.

Thousands of miles of highway are needed across the country, particularly in the metropolitan areas where mass transit systems are so vital. An estimated 11 million homes are inadequate or substandard. A million hospital and nursing home beds are needed along with thousands of medical centers. There is a great need for an estimated 750,000 new public school classrooms.

These are the needs of an expanding population. They could be met while eliminating the suffering of debt-ridden, impoverished, jobless Americans.

The House of Representatives has made some progress, approving a \$1.2 billion measure for college construction, \$450 for vocational education, and \$236 for medical schools, but the bite needs to be bigger.

The Senate Subcommittee on Employment and Manpower is holding hearings on the problems of what its chairman calls the "manpower revolution." Its recommendations are expected by the end of 1963.

The majority of Americans, meanwhile, go along indifferent to the effects of unemployment upon their unfortunate neighbors. Most are blinded by prosperity, unaware that joblessness and its miseries can spread like a disease without proper diagnosis and treatment.

Between now and 1970, an estimated 30 million job opportunities must be found to eradicate the cancer of unemployment. That figures at a rate of about 80,000 jobs a week.

There were approximately 73.1 million workers at the beginning of the 1960-70 decade. By 1970, withdrawals, death, retirement, marriage, etc., will have taken away 16.4 million of those workers. But young entrants

and adult women returning to work will swell the work force by 29 million. In this manner does the Department of Labor estimate that the U. S. work force in 1970 will total more than 85 million persons.

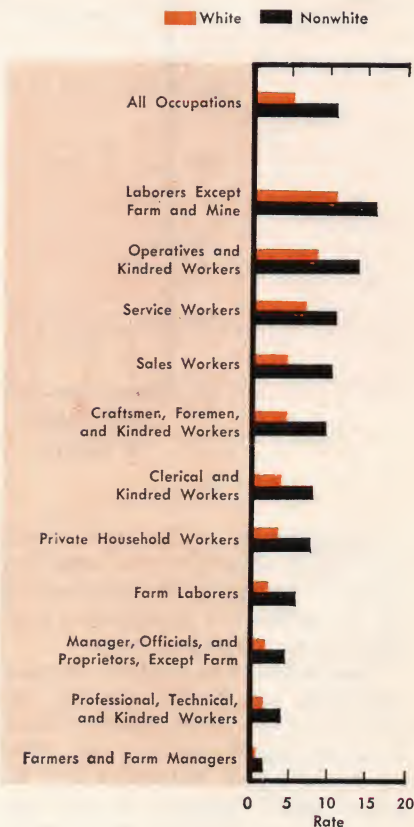
On the horizon, meanwhile, is the specter of cybernation—the area in which automation and computers overlap and perform with a precision and rapidity unmatched by humans. Cybernation has brought forth machines that think. Scientists at this point are unable to even guess at what point cybernation stops. Obviously the system could be the cause of still more unemployment.

Today's unemployment and its effects upon people should be a national worry rather than an individual anxiety.

Anybody can be out of work, suffer, and need help.

Is there a reason he should go it alone?

Unemployment Rates by Color and Occupations, 1962



Teamsters Marched to Washington

Local Unions Support Drive For Civil Rights

SCORES of Teamsters Union members were among the more than 200,000 persons taking part in the historic March to Freedom in Washington, D. C., Aug. 28.

Numerous Local Unions were represented in the parade that began at the Washington Monument and ended at the Lincoln Memorial. While it was impossible to get photographs of every Teamster group participating, it is known that in addition to those shown here, there were Teamsters from Local 688 in St. Louis of which Executive Vice President Harold J. Gibbons is the secretary-treasurer, and from Local 20 in Toledo, Ohio, of which Lawrence N. Steinberg, personal representative of General President Hoffa, is president.

The marching units shown on this page were among the largest: Local 743 of Chicago, 239 and 810 of New York, and 875 of Flushing, N. Y.

The members who participated were the first to tell their brothers at home that the march was not the display of civil disobedience that most observers of the government scene thought it would be. Instead, it developed into the greatest, peaceable demonstration in the history of the nation.

Brotherhood

District police actually counted only four arrests on minor counts. Thousands of deputized military police and extra squads of auxiliary officers guarding Capitol Hill were unneeded through the day.

One of the first speakers to address the huge crowd gathered literally at the feet of Lincoln's statue, Nobel peace-prize winner Dr. Ralph Bunche, said simply: "Anybody who cannot understand the significance of your presence here today is blind and deaf."

The Teamsters Union members, with a long and outstanding record of brotherhood and accomplishment both in the community and the labor movement, were well aware of the significance cited by Dr. Bunche.

Local
743



Local
239



Local
810



Local
875



DRIVE Motorcades Making History

Lawrence N. Steinberg, personal representative of Teamster General President James R. Hoffa, told the Maryland, D.C., Virginia Motorcade last month that the "National Association of Manufacturers is a 'Shadow Government' sitting in Washington plotting the destruction of the trade union movement." Steinberg said DRIVE Motorcades are making history as a grass roots swell of expression to Congress from working men and women.

On behalf of President Hoffa, Steinberg called DRIVE the most important function of the International Union and urged Motorcade delegates to return home and continue their political action there.

Steinberg charged the delegation:

"For the sake of your children, for the sake of your community, for the sake of preserving this government, go back home and become a leader in local politics. Each one of you should accept the responsibility, and when you have done that, you have once again established the fact that this government doesn't belong to the National Association of Manufacturers, the U.S. Chamber of Commerce, or the nation's railroads."

Steinberg said there is one thing and only one thing a politician understands and that is a vote. "We must make our votes strong through DRIVE," Steinberg declared.

Politicians on Capitol Hill have taken cognizance of DRIVE Motorcades as the most serious grass roots action in the country. At first, politicians looked upon the visitations by Teamster wives as just trips to Washington by people who had never been there before.

Now, as a congressman or a senator meets with a motorcade delegation and is confronted with the record, and a requirement that he state his position on pending legislation, he begins to realize that DRIVE is a political action program in depth. He is more convinced than ever when DRIVE motorcades return home, and his mail proves that the DRIVE ladies have set up a line of communication to his office.

As this issue of the *International Teamster* went to press, Teamster Motorcades, carrying hundreds of Teamsters wives to Washington, had been concluded. They represented visitations from 38 states in the Union.



Steinberg (left) chats with Senator Humphrey (D-Minn.). Seated is Senator Yarborough (D-Tex.).



Florida Motorcade pauses on Capitol steps for a picture with Rep. Claude Pepper.



Maryland-Virginia-D.C. Motorcade listens to a talk by Maryland Republican Senator Glenn Beall.



Members of the Georgia, Alabama, Mississippi Motorcade hold a legislative conference with Georgia's Senator Richard Russell.

FIFTY YEARS AGO in Our Magazine

(From the September, 1913, issue of the *TEAMSTER*)

Spirit of Labor Day

This Labor Day weekend millions of workers will pack a lunch, jump in the family sedan and be off to the mountains or the shore for the last big summer weekend. Around October the editors of trade union publications will be getting a few pictures of trade unionists marching in Labor Day parades. But chances are there won't be enough of them to even fill one page of their magazine.

Fifty years ago it was different. Organized labor was fighting for its life and the fight was a physical one—strikes, lock-outs, riots, cracked skulls. Today, we still strike but the issues are not as grave, they are not as personal as bread and butter and job security. Today it's up to voters to try and convince some Congressmen why they shouldn't vote for some piece of legislation and why they should vote for another piece. We're not saying that's not important. It is. What we're saying is the spirit of the labor movement, the rank and file spirit, is dying. They don't seem to want to fight anymore for what they get. Let somebody else do it and if we get less than we like, so what? We didn't do much for our own cause anyhow.

This brings us to an item that appeared in our *Journal* 50 years ago and we have reprinted it below. It's about Labor Day and how it was celebrated then. Maybe if we had a little more of this spirit today people would sit up and take more notice when we say something.

"This year, on Labor Day, the host of trade unionists will expressed their strength by picnics and parades in every section of the country, more than ever before. Not a small part of the parade was the teamsters and chauffeurs of the several large industrial centers. Our unions were strongly represented.

"We who know the history of the establishment of Labor Day, believe that interest should never be allowed to lag and everything possible should be done by trade unionists to keep the spirit of Labor Day alive. It is the one day of the year set aside and devoted to the interest of honest labor, and the trade unionist who refuses to do his share of the work of



celebrating this day as it should be is not mindful of the duty imposed upon him, and there is no more fitting way of showing the strength of the laboring class than by participating in a parade.

"Of course, it may be rather expensive and tiresome for the men who have to march, but if we will only look back a few years and remember that all drivers of teams had to work on the first Monday in September for a small day's pay. It ought to be more refreshing and encouraging now to show labor's force by participating in a parade, particularly since we have established our wage scale and obtain pay for this day, as we do in nearly all cities where we are organized."

"Never lose interest in the trade-union movement or anything that it is interested



in. Labor Day is the day set aside for rejoicing over the victories of Labor.

"All honor and glory to the men in the past who fought for the establishment of this national holiday, and all honor and glory to those in the future, who will keep alive this day by participating in the celebration and by doing something for the betterment of his fellow worker and the trade union in which he holds membership."

Strike In Russia!

Believe it or not, this item appeared in our magazine 50 years ago under a column headed "International News Letter":

Dateline Russia—A great strike wave is surging through the Lodz district. The employers in the textile trades have answered with a lockout; 30,000 workers are now idle. Four thousand Singer sewing machine workers are on strike near Moscow. On June 30, the metal workers in St. Petersburg struck work in certain sections as a protest against the sentences passed by the court martial upon 50 naval seamen for having a revolutionary organization. The metal workers' union of St. Petersburg has, during the last six months, registered 2,600 new members. The Moscow tailors union has made an urgent appeal through the newspapers to all those who are striving for the enlightenment of the people, to send books, etc., to their library. There is at present a hygienic exhibition in St. Petersburg, in which the Russian trade unions have, for the first time, taken part; they have exhibited statistics, tables, etc. End of news item. The Russian people, according to reports received today, have no doubt made some advancements from the Czarist days regarding wages and working conditions, especially under the leadership of Premier Khrushchev. But, we wonder, if they wouldn't give up a small part of their economic advancement and social betterment for the right to say what they would like against the state when they have a legitimate complaint and even go so far as to strike, if necessary. Well, one thing is certain, the Russian people are a noble race, they have suffered long and hard, and they deserve a better break. We hope and pray they get it soon.

SLOW



SCHOOLS OPEN

**...DRIVE
CAREFULLY!**